



Kingsthorpe College

a designated Sports College



ANTI-BULLYING POLICY

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Rationale

At Kingsthorpe College effective learning takes place in a calm and safe environment with every student being valued and supported.

Every student therefore has the right to feel safe and secure. Students should feel free from any threat of bullying and know where to go and to whom to speak if bullying occurs. Bullying affects everyone, not just the bully and their victim but also the bystanders who witness the violence, intimidation and the distress of the victim.

All stakeholders within the school have the right to feel safe from bullying behaviour.

Objectives and Principles

- All stakeholders in the school will be aware of what bullying is
- Student awareness of issues relating to bullying will be developed throughout the curriculum and tutor time/ assemblies.
- All complaints of bullying will be treated seriously and will be acted upon in accordance with practice agreed by the Kingsthorpe College community.
- Kingsthorpe College will act promptly when bullying occurs and records will be kept of all incidents for a limited period of time.
- All members of the school community will be informed of what to do and who to go to should they observe incidents of bullying or have it reported to them.
- Students views will be regularly sought on the nature and extent of bullying within the College and this will be used to direct anti-bullying provision.
- Students will be actively involved in anti-bullying initiatives in the school and peer led interventions and support.
- Parents/carers expressing concerns about bullying will be supported by the school and will know who to contact.
- This policy will be monitored and reviewed annually with appropriate changes made in consultation with the whole school community. To guide the monitoring and evaluation of the policy we will refer to the 'Anti-bullying charter' and DCSF guidance.
- Kingsthorpe College will endeavour to work alongside the Northamptonshire anti-bullying alliance, other Schools and Colleges, and the Service Six anti-bullying group to support our policy into practice.
- Kingsthorpe College will actively seek Northamptonshire Anti-bullying accreditation.

Named person with responsibility for Anti-bullying provision

Julian Kirby (Assistant Principal) is designated as the lead person for anti-bullying provision within the College.

The 'Attitude to learning group' will have responsibility for taking policy development forward and supporting monitoring and evaluation. The Student Council will work with staff and other stakeholders as a part of this group.

All staff have a responsibility to watch for and respond to incidents of bullying. Responding to bullying cannot be the responsibility of one person or even a team. It must be pursued by all.

Links to other policies

The anti-bullying policy contributes to all aspects of College life including teaching and learning, attendance, achievement, health and safety and Equality. This policy includes related topics found in the following policies:

- Child Protection Policy
- Curriculum Policy
- Internet policy
- Mobile phone policy
- CCTV policy
- Promoting Good Behaviour policy
- Race Equality policy
- SEN Policy
- Student attendance policy

Definition of bullying behaviour

The Student Council have developed the following definition of bullying:

'Bullying is any form of behaviour (physical, psychological, social or verbal) which intentionally causes distress to an individual, which may be a one-off event or repeated'

May 2009

This definition has been shared with other stakeholders through the 'Attitude to learning' group.

Bullying can take many forms, but three main types are:

- Physical: hitting, kicking, taking belongings;
- Verbal: name calling, insulting, making offensive remarks;
- Indirect: spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones (cyber-bullying).

Bullying can be related to:

- Race, Religion or culture
- Appearance
- Special educational needs
- Disability
- Sexual orientation
- Home circumstances
- Sexist or sexual bullying

Kingsthorpe College will not accept any of the above behaviours from members of staff or students. In addition to students this policy covers the bullying of staff, whether by students, parents/carers or other members of staff.

Reporting and responding to bullying

Kingsthorpe College aims to create an environment where students feel that they are able to report bullying incidents and where prompt decisive action will be taken. The safety of the student being bullied and the student reporting the bullying is paramount. The student will be informed of how the incident is being dealt with. Parents and Carers will be informed as appropriate.

If a student is subject to any form of bullying behaviour they should report it to their form tutor, Head of House or House Manager. They may also use the anti-bullying mailbox located in the library or e-mail:

'beatthebullies@kingsthorpecollege.org.uk'

Members of the House Councils and Student Council are trained in peer support and a student may want to report bullying to them.

If a student is a witness to bullying behaviour they should also report it using the systems outlined above.

Once a case of bullying behaviour has been reported the House teams will investigate the incident. This will include taking a statement from the student being bullied and the student engaging in the bullying behaviour.

The following actions may be taken dependent upon the type and form of bullying:

- If necessary the parents/carers of the student being bullied and the student engaging in the bullying behaviour will be informed and may be invited into College for a meeting.
- If it seems appropriate the student being bullied and the student engaging in bullying behaviour will meet with the House Team to discuss what is happening and a way forward.
- If necessary the Police will be notified.
- Support mechanisms will be put into place to support the student engaging in the bullying behaviour to understand their actions and prevent future bullying.
- Consequences will be put into place dependent upon the severity of the bullying. In serious situations the student may be removed from lessons into BASE for the remainder of the day. Serious incidents of bullying may lead to an internal exclusion or fixed term exclusion.
- Bullying incidents will be logged in the student's file for a fixed period of time. Previous bullying incidents will be taken into consideration.
- Outside agencies may become involved, as deemed appropriate.

Staff need to be alert to the signs of bullying having taken place within College. These signs may include:

- Sudden changes in the behaviour and demeanour of students nearby.
- Sudden gatherings or flow of students in one or two directions.
- Sudden dispersal of groups when staff approach.
- Untidy clothes following a scuffle.

- Increased evidence of heightened tension, embarrassment, shouts, poor eye contact and wariness of staff.

A student may indicate by signs or behaviour that they are being bullied. Parents/ Carers and staff should be aware of these possible signs and that they should investigate if a student:

- Is frightened of walking to or from College.
- Does not want to go on the College/Public bus.
- Begs to be driven to College
- Changes their usual routine
- Is unwilling to go to College
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in College
- Comes home with clothes torn or books damaged.
- Has possessions go 'missing.'
- Asks for money or starts stealing (to pay the bully)
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home starving (lunch money has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Students with English as an Additional Language, Special Educational Need students, Young carers will be closely monitored through the Learning Support Unit.

House teams will closely monitor any students who are the victims of bullying behaviour and any students who have engaged in bullying behaviour. If bullying persists after the intervention of the House team the Head of House will liaise with the Assistant Principal who will decide upon the next actions. If a student engages in bullying behaviour after the intervention of the House team this will result in a higher level of consequence, including the possibility of fixed term exclusion.

Students who have experienced bullying will be offered support appropriate to the individual, and flexible enough to meet their needs. House Managers will act as a point of contact for the student, who may also be 'buddied' with a peer mentor. Outside agencies may be offered, including the College counselling service and/or support through the Learning Support Unit. It is crucial that the student understands who they should go to if they are

worried, what will happen next, what support they will receive and when they will receive an update on the situation.

Students who have engaged in bullying behaviour will also be offered support in order to prevent further bullying behaviour. It is very important to differentiate between the behaviour and the person. Staff can then explain why the behaviour is unacceptable without branding the entire student as 'unacceptable.' House Managers will act as the initial point of contact and in liaison with the Head of House will decide upon the strategies offered which may include individual work with a member of staff working through devised programmes to 're-track' their behaviour and/or support through the Learning Support Unit.

Recording bullying incidents

SIMs.net is used for recording all behaviour incidents. In the behaviour log the type of incident can be logged as 'bullying' by members of staff.

Heads of Houses are able to print a behaviour report which identifies any bullying incidents in their House. Heads of House will analyse any patterns of bullying within their House from individual students and any other patterns e.g. years, locations, Special Educational Needs students, English as an Additional Language students.

Fixed term exclusions and Internal exclusions are also identified by the type of incident which is recorded as 'bullying.'

The Assistant Principal is responsible for co-ordinating the system and using the data to analyse patterns and trends of bullying within the College. Any trends or patterns identified will be shared with staff.

Evaluation of the Anti-bullying policy

The 'Attitude to learning' working group working alongside the Assistant Principal will review the policy on an annual basis to ensure that anti-bullying provision is up to date and also to monitor and evaluate the implementation of the policy within the College.

Kingsthorpe College will actively seek qualitative data from parents/carers, students and staff as to the effectiveness of the policy and anti-bullying provision.

Strategies for preventing bullying

Kingsthorpe College actively seeks a culture and climate where bullying is not tolerated. This is partly developed through the College's core values of Respect, Responsibility, Aspiration and Care. The students have worked in tutor time on what these core values mean in practice and the core values are filtered through to students through all aspects of College life.

Anti-bullying is actively taught through the Personal Development and Citizenship curriculum.

All tutor rooms have a poster clearly stating what students should do if they experience or witness bullying behaviours. The College operates an e-mail for students to confidentially report bullying incidents and there is a box in the library where students can inform staff if they are witness to or subject to bullying.

House managers have received training in supporting students who have been the victims of bullying and working with students to prevent further bullying behaviours. The Student Council and House Councils have received training in peer support.

All lunchtime supervisors receive training to manage behaviour in the playground and identify bullying.

All students within the College have completed a questionnaire on bullying provided by Service 6. The College will continue to seek qualitative data from parents/carers, students and staff as to the effectiveness of the policy and anti-bullying provision.

Kingsthorpe College will endeavour to work closely with the Northamptonshire Anti-Bullying Strategy and actively seek accreditation through the Northamptonshire Anti-bullying Accreditation Programme.