



Policy Name:	Anti-bullying Policy
Policy Type:	Discretionary
Issue Date:	29 <sup>th</sup> April 2024
To be Reviewed:	Annually: 29 <sup>th</sup> April 2025
Approved by:	Local Governing Body

## Statement of Intent

Kingsthorpe College is committed to providing a caring, friendly, and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at within our trust. If bullying does occur, all students should be able to 'tell' and know that incidents will be dealt with promptly and effectively. We are a "*telling*" community - this means that anyone who knows that bullying is happening is expected to report it to someone they trust, which can be a member of staff, year leader or buddy. Knowing about incidents of bullying but not reporting them is unacceptable.

This policy is written from the perspective of students being the subject of bullying.

## Definition of Bullying

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyberbullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.' (*Preventing and tackling bullying*, DfE October 2014)

Examples of bullying include:

- emotional: being intentionally hostile, unfriendly, excluding, tormenting; emotional bullying can be more damaging than physical bullying;
- physical: pushing, kicking, hitting, punching or any use of violence;
- racist: racial taunt, graffiti, gestures;
- sexual: unwanted physical contact, sexual assault, or sexually abusive comments; frequently linked with cyber-bullying, for example sexting, or the sharing of youth-produced sexual imagery on a non-consensual basis;

- homophobic, biphobic, transphobic or gender-based bullying focused on sexual orientation, gender identification or inappropriate use of language such as describing actions or objects as 'gay';
- racist, religious, special educational needs or disability – bullying focused on an individual's characteristics verbal - name-calling, sarcasm, spreading rumours, teasing: discriminatory language of any type is unacceptable and will be challenged;
- cyber - all areas of internet, such as e-mail and internet chat-room misuse, mobile threats by text messaging and calls, misuse of associated technologies including camera and video facilities.

## Objectives

- To develop the skills necessary for students and staff to deal effectively with incidents as they arise.
- To instil in all students the desire to eliminate any behaviour which can be construed as menacing, threatening, or physically damaging.
- To develop, in all students, a confident and sociable manner which enables them to look after their own interests, and those of their fellow students.
- To create, in parents/carers, a feeling of confidence that their children are safe in the academy and an assurance in the academy's ability to deal with any such problems.
- To include student voice in making decisions about the academy's position on bullying.
- To notify parents of those students involved in incidents of bullying, as perpetrators or victims, and the action taken by the college.
- To record incidents and action taken where appropriate.

## Prevention of bullying

- The headteacher will ensure that students develop a clear understanding about what bullying is, the impact it can have and how to prevent and report bullying. This will typically be through the PSHE/SRE curriculum and assembly programme.
- All staff must be familiar with the college's current procedures to protect students from bullying and other forms of harm, specifically the anti-bullying policy, behaviour policy, and the safeguarding policy. **All** staff must also be aware of the statutory guidance contained or alluded to within, Part 5 of *Keeping Children Safe in Education*, so that they can adequately safeguard students when responding to allegations of sexual harassment or sexual violence, or when students report bullying via the non-consensual sharing of youth-produced sexual imagery.

- The headteacher will ensure that all staff have a thorough understanding about how to prevent and tackle bullying through the college's induction and professional development programme.
- Kingsthorpe College takes the protection of students from radicalisation very seriously. All staff are suitably trained and kept up to date in order that they are equipped to identify children at risk of being drawn into terrorism and to challenge extremist ideas. The designated safeguarding lead provides guidance to staff to ensure that any concerns that a child might be vulnerable to radicalisation are referred to Channel when appropriate. The school will work closely with parents, unless it has specific reason to think that this would put the child at risk, to identify early signs of radicalisation, keeping them informed about any concerns in school and pointing them towards the right support mechanisms.

### **Anti-Bullying Procedures**

- It is the responsibility of the headteacher to share the specifics of this policy with staff, students and parents/carers.
- If parents or students have any concerns that bullying may be occurring, they should speak immediately with the child's form tutor. If a parent or child does not feel comfortable to do this, they should speak with any other member of staff.
- It is the responsibility of every member of staff to ensure that any allegations or concerns reported to them are properly investigated. If they are unable to do this themselves, they must pass the case on to a member of the pastoral team or a senior leader. Students must be confident that incidents will be investigated fully and fairly.
- Although most incidents of bullying will come to the attention of staff directly from students or parents, all staff must be vigilant in watching for activity both inside and outside lessons which might be evidence of bullying. They should look particularly for early signs of distress in students and follow this up to find out the cause. Any serious matters should be referred on to the safeguarding team using My Concern.
- Pastoral staff will make it clear that students may confide in them if they are experiencing problems of any kind. Pastoral staff also need to say that, if for any reason students are unhappy to talk to them, then other members of staff are available. The atmosphere should be receptive and sympathetic.

- When a concern arises, the facts will be established, usually by asking any students concerned to write accounts of what has happened. In some cases, false and exaggerated allegations might be made, whilst in others, witnesses may give conflicting evidence. A judicious balance between the accounts of the alleged bully, the student being bullied, and reliable witnesses will need to be kept, taking account of personal knowledge of the children concerned.
- Serious allegations of bullying should be dealt with by a member of the pastoral staff or a senior leader in the first instance, who will ensure that the Headteacher is made aware of the situation. The headteacher will ensure that those members of staff investigating an allegation or concern are fully supported with expertise both within school and from external agencies as required.
- Once the matter has been investigated, the unacceptable nature of any behaviour will be made clear to the bully and their parents/carers. Any students whose behaviour is found to be unacceptable will be followed up in line with Kingsthorpe College's behaviour policy.
- Parents of perpetrators and victims will be contacted by the college and offered guidance to support their children, including signposting to external agencies
- Both the bully and the student being bullied will be advised and counselled about their future behaviour and interactions. In most cases pastoral staff are best placed to offer this and they will ensure that parents are aware of this process and are supportive of it.
- The headteacher will ensure that following an incident, the perpetrators and victims are monitored, and that any recurrence is dealt with swiftly and victims are supported to enable them to partake fully in normal college life.
- There are occasions where bullying or harassment can take place outside the college. In these cases, the college will judge the extent to which this impacts students in school and respond accordingly. The college may advise parents to make contact with the police or other supportive agencies if we feel this is appropriate.
- Leaders are mindful that sometimes students do not report incidents of bullying that they either witness or experience directly. At least annually, leaders at the college will make use of an anonymised questionnaire, student discussions, or combination thereof, to sample the views of at least 10% of the students on roll about bullying. Leaders will ask questions to determine

students' perceptions of the extent to which bullying happens; where bullying takes place; whether they would report bullying; and how effectively they think that reported cases are dealt with.