

# ANTI-BULLYING POLICY 2019



**KING HAROLD**  
ACADEMY

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## Aim

This document sets out King Harold Academics policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It is also to reassure parents and carers that King Harold Academy takes their children's welfare seriously and that they are being educated in a safe and secure environment.

## Introduction

The definition of bullying as defined by the Department for Education in the document entitled Preventing and tackling bullying - Advice for headteachers, staff and governing bodies (July 2017) is:

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'. The Department for Education and Skills published an information pack entitled "Don't Suffer in Silence" which, as well as providing guidance, makes clear the expectations in relation to schools response to the problem of bullying. This message is repeated in the joint DCSF/DoH publication "Working Together to Safeguard Children" (July 2018) "all settings in which children are provided with services or are living away from home should have in place rigorously enforced anti-bullying strategies". Furthermore the principle of children having a right to an education free from harassment and degradation is embodied in the Human Rights Act 1998.

## Principles

- All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.
- There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences such as those of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.
- Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways, which provide opportunities for growth and development for the bully and victim alike.
- Effective management of bullying is a shared responsibility and strategies should involve school staff; parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.
- It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.

## Objectives

- To raise awareness among staff; parents/carers and pupils about the issue of bullying and the school's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.
- To be proactive in the prevention of bullying.
- To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To clarify the extent of the problem and ensure that King Harold Academy allocates a proportionate amount of time and energy to bringing it under control.

- To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.
- To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

## Definition

Any interaction between an individual or group of people which is perceived or intended to be:

- Deliberately hurtful (including aggression)
- Repeated, often over a long period of time
- Difficult for victims to defend themselves against Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti.

King Harold Academy takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve race or ethnicity, transgender, sexual orientation, disability, age, gender and religion and beliefs. In such cases these issues will be specifically addressed with the bully (and his/her parents/carers where appropriate) in the course of post incident management.

## Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the schools policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with pupils at a number of levels including:

- At whole school level – through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. This issue will be raised regularly when the whole school will be informed of the progress of the anti-bullying policy and any changes which may be introduced.
- At classroom level – during mentor times, curriculum opportunities and through PHSE and Citizenship.
- At individual level – children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.
- Children who have bullied others will be offered advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.
- We at King Harold Academy recognises that there are particular times when children may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.
- Also, there are locations about the school in which incidents or bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised or pupils will be forbidden access to these areas.

- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
- Parents who believe their children are the victim of bullying should share their concerns with King Harold Academy at the earliest opportunity and be prepared to work with the school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- Similarly if parents believe their child is bullying others, this information should be shared with the school so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour. Parental involvement King Harold Academy is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs. King Harold Academy recognises the important influence which parents/carers have on their children and would wish, using the Home/School Agreement, to enlist their support when their child is involved in bullying – either as victim or a perpetrator. If a child is involved in a single serious incident of bullying or if there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator), the school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents informed.

## Social Media

King Harold Academy would like to remind all parents that their child should NOT be on any social media platforms under the age of 13. As a school we will always do our best to educate young people in the use of social media to prevent cyber bullying. This is conducted through our PSHE workshops. While in school the network system will monitor all activity on the school network and incidents reported will be dealt with quickly. Where a student is using a phone or the like outside of the school, we would expect the parents to take responsibility. This may be to mirror the child's mobile so parents can see every message sent or to ensure you are aware of their unlock code and periodically check the phone. Again, any incidents brought to the attention of the school will be acted on where appropriate. Ultimately as a parent you are responsible for the mobile phone and educating your child in the use of it.

## Implementation

King Harold Academy is committed to creating a bully-free environment and will ensure that its zero-tolerance policy is applied rigorously. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall within the school's definition of bullying and ensure that the victim receives what support is required; the bully is informed of the unacceptability of his/her behaviour and a record is made of the incident. All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

## Incidents

King Harold Academy will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. Should staff become aware of a bullying issue they are to refer the matter immediately to the relevant Head of Year and the Pastoral Manager who will deal with the issue accordingly.

## Responses to the victim

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated – this intervention will generally be undertaken by the relevant Head of Year and/or the pastoral manager and/or a member of the senior leadership team. King Harold Academy will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- Immediate action to stop the incident and secure the child's safety
- Positive reinforcement that reporting the incident was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Strategies to prevent further incidents
- Sympathy and empathy
- Counselling
- Befriending
- Assertiveness training
- Extra supervision/monitoring
- Creation of a support group
- Peer mediation/peer mentoring
- Informing/involving parents
- Adult coordinated restorative practice approach integrated (should the victim be willing, the perpetrator willing to own up and take responsibility for their actions, and provided this does not increase the victim's vulnerability)
- Arrangements to review progress

## Responses to the bully

King Harold Academy takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. King Harold Academy takes the view that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable. In helping to promote change the consequences of adopting a 'bullying' approach to fellow students will be clearly explained. We will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options, although not exhaustive, will be considered:

- Immediate action to stop an incident of bullying in progress
- Engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- Loss of lunch/breaktime privileges
- Detention
- Removal from class/group



- Withholding participation in out of school activity, this can include school sports teams and other.
- Parents informed
- Counselling/instruction in alternative ways of behaving
- Adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- Fixed Term exclusion
- Permanent exclusion

## Monitoring

The Governing Body will monitor this policy via the Pastoral Support Team Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns.

Reviewed By: Mr C Freeborn

Checked by: Mr I Tilbury

Review Date: July 2019

Date to be next reviewed: July 2020