

ANTI-BULLYING POLICY



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1. Statement of Intent

- To ensure a positive learning environment in which all stakeholders feel safe.
- To encourage an ethos of respect and support for all.
- To raise awareness of what is considered bullying behaviour and ensure that students are equipped with the skills to deal confidently and positively with incidents of bullying if they occur
- To engage with all members of the KWS community to ensure that we create a learning environment in which bullying will not be tolerated.
- To update and review our practices regularly, informing parents of any changes made to our anti-bullying policies or procedures and signposting them to any useful resources

2. Defining Bullying

Bullying is: “Behaviour by an individual or group, persistent, deliberate and repeated over time, which intentionally hurts another individual or group either physically or emotionally” (DfE definition).

At KWS we use **STOP** to support in the identification of Bullying, **Several Times On Purpose**

The various types of bullying can be:

Verbal bullying - involving name calling or making use of written notes, e-mails or mobile phone messages, pictures or video clips (so called ‘cyber bullying’); this bullying may include threats of physical violence, racist insults or threats, sexual insults or threats or other prejudice based behaviour.

Physical bullying - consisting of deliberate jostling, bumping, pushing or shoving or sexual touching. Those responsible may maintain that it was accidental when first detected, but it is a criminal offence if it involves assault, actual bodily harm or wounding. This type of bullying may involve theft or damage to property, accompanied by the threat of violence. Not all theft or damage is bullying, but it is where it is repeated, and the intention is to create fear or intimidate.

Indirect bullying involves manipulating social networks to belittle an individual or individuals excluding them or marginalising them from their friends and normal relationships; this can be by spreading rumours or making malicious accusations and might involve cyberbullying.

Cyberbullying can be multifaceted, and therefore, the following protection is in place:

- an Acceptable Use Policy (AUP) that includes clear statements about e-communications
- assemblies highlighting cyberbullying and CEOP (Child Exploitation and Online Protection), a multi-agency service dedicated to tackling the exploitation of children.

3. Procedures for Reporting Bullying Incidents

All students are encouraged to feel that it is right to tell someone if they are being treated unkindly or if they think someone else is being treated unkindly. These incidents of unkind behaviour are recorded on Pod as a neutral event on key work. Where bullying is suspected, it will be dealt with quickly and appropriately. Whilst it is the responsibility of all staff within the school to reinforce the anti-bullying strategy and support the victims of bullying, it is recognised that not all staff have the capacity (due to their job commitments) to carry out a swift and thorough investigation. Therefore, bullying incidents should be referred to the appropriate keyworker and SLT quickly. Staff suspecting an incident of bullying/unkind behaviour should:

- record any unkind behaviour on Pod through a key work or behaviour incident.
- If it has occurred Several Times On Purpose, reassure the young person that their concerns are being taken seriously and will be investigated
- avoid labelling students as ‘a bully’ and ‘a victim’ – after an incident, both students may need support to rebuild and reinforce self-image and esteem or restorative facilitation
- contact the relevant keyworker as soon as possible with further details of the incidents.

All reported incidents of persistent unkind behaviour or bullying should be investigated using the following procedure:

- the relevant keyworker will interview appropriate students, and statements will be taken
- details of all actions taken will be recorded on Pod as key work sessions
- Copies of statements and any supporting evidence gathered will be stored electronically using Pod. The appropriate keyworker will speak to the recipient and perpetrator of any bullying incident, and restorative work will occur where appropriate. The parents of both parties will be contacted and informed.

4. Roles

The Keyworker will:

- Provide advice, support, and assistance to any student who reports bullying. Where wider family support is required, it will be delivered through additional support from outside referrals.
- ensure that unkind behaviour/ bullying is a standing item during key work sessions.
- where appropriate (if the student and victim are in agreement) use restorative practice strategies to allow the victim to explain the consequences of the perpetrator's actions to them respectfully face to face. Where used, this will be conducted in a safe and supported environment. Agreements would then be reached, which would allow a new relationship to be established
- refer vulnerable students appropriately through safeguarding reporting.
- in collaboration with the Head and other staff, seek opportunities to promote the anti-bullying strategies and practises, e.g. via key work, displays and promotion of national awareness campaigns

The Senior Leadership Team will:

- respond to student and parent voice to review and amend anti-bullying practices.
- monitor, review and update anti-bullying policy and report incidents of bullying to ensure the safety of all members of the academy
- ensure that all staff have a clear understanding of the South Axholme anti-bullying policy through leading safeguarding updates throughout the year
- ensure that the policy is implemented through Progress and Achievement Leader meetings
- strive to enhance the quality of safeguarding work in relation to bullying and link this to the personal development program to create a culture where unkind behaviour is challenged
- formally consult parents about their child's safety and well-being once a year, for example, through parents' evening surveys, student voice surveys

Trustees will:

- ensure that an anti-bullying policy is in place and is reviewed annually

Parents and carers will:

- ensure that any incidents of bullying outside of school are reported to school
- regularly speak to their child to promote a social conscience and awareness that reporting unkind behaviour/ bullying is the right thing to do
- be aware of and support the school's anti-bullying policy and procedures and use these to assist their child in understanding the impact of unkind behaviour/bullying behaviour
- support the school's actions in dealing with proven cases of unkind behaviour/bullying

- work with the school to support their child in developing positive responses to incidents of unkind behaviour/ bullying consistent with the school's anti-bullying procedures.
- engage in the Early Help process if wider support is required
- be responsible for monitoring their child's e-communication and social media use. Should cyberbullying occur, parents are responsible for ensuring the appropriate reporting mechanism is used. For example, the report feature on Facebook, red flag on YouTube or report to the local police

5. Appeals Process for Bullying Incidents

At all times, the school will seek to work with parents and students to ensure that incidents of unkind behaviour/ bullying are dealt with to the satisfaction of all concerned. If, at this point, an agreement cannot be reached, the matter may be dealt with through the formal complaints procedure detailed on the website

6. Promoting the Anti-Bullying Policy, Culture and Ethos

KWS School has a clear protocol for the sustainable promotion of the anti-bullying policy and developing a school-wide culture and ethos that supports tackling unkind behaviour/bullying.

This is multifaceted through:

- staff development session to discuss policy updates and support staff in delivering the curriculum
- appropriate citizenship embedded as part of the PSHCE, SMSC, key work and citizenship curriculum; students will be shown that unkind behaviour/bullying is unacceptable.
- the use of keywork Mindset, SMSC programme/ PSHCE, all of which develop discussion, raise awareness and understanding of the impacts of unkind behaviour/ bullying
- cyber bullying mentors/ anti-bullying week activities which take place throughout the year promoting the anti-bullying message throughout.

7. Links to Other School Policies

- Behaviour Policy.
- Exclusions and Suspensions Policy
- Child Protection and Safeguarding Policy.
- Curriculum Policy
- E-Safety Policy
- Equality and Diversity Policy.

8. Links to Legislation

- The Education and Inspection Act 2006,2011

- The Education Act 2002
- The Independent schools Inspection Framework (England) 2012
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communication Act 1988
- Communications Act 2003