

ANTI-BULLYING POLICY

OBJECTIVES OF THIS POLICY

This policy outlines what St. Nicholas School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community. We are committed to developing an anti-bullying culture whereby no bullying, including between adults and young people or adults and children will be tolerated.

OUR SCHOOL COMMUNITY

- Discusses, monitors and reviews our anti-bullying policy on a regular basis with the Governors and staff.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that: pupils are aware that all bullying concerns will be dealt with sensitively and effectively; students feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents / carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹.

DEFINITION OF BULLYING

“Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally”.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.² This includes the same inappropriate and harmful behaviours expressed via digital devices ‘cyberbullying’ such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet. A series of specific Online Safety lessons take place in the secondary classes led by a CEOP ThinkUKnow Trainer to help address the potential issue of ‘cyberbullying’. St Nicholas School adopts a ‘zero tolerance’ attitude towards all forms of ‘cyberbullying’.

FORMS OF BULLYING COVERED BY THIS POLICY

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to age, race, religion or culture (including any issues that may arise due to access to materials concerning potential radicalization).
- Bullying related to special educational need / LDD (Learning Difficulties or Disabilities) e.g. Disability Hate Crime.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, Children in Care or otherwise-related to home situation.
- Sexist, sexual or transphobic bullying.
- Cyber bullying and all other forms of Peer Abuse - Sexting, Revenge Porn, Teenage Relationship Abuse and Gender-Based Violence / Violence against Women and Girls.

PREVENTING, IDENTIFYING AND RESPONDING TO BULLYING

The school community will:

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including support staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

St. Nicholas School supports the pupils to learn and understand how to be a good friend and how to maintain a consistent positive peer relationship. The majority of our pupils are emotionally and socially immature, having needs of an SEMH (Social, Emotional and Mental Health) nature. The pupils are taught to be good citizens with the school and their wider communities; being mindful and thoughtful of the needs and feelings of others. We support them to understand the difference between being thoughtless - 'rude', spiteful/hurtful - 'mean' and deliberately hurtful over time – 'bullying'.

St. Nicholas School responds actively to any disagreements, arguments or altercations between pupils. St. Nicholas School uses the Restorative Justice approach. St. Nicholas school uses the curriculum opportunities provided by social skills groups, drama / role-play and PSHE lessons to discuss the appropriate ways to resolve disputes and understand how their behaviour might affect others. The school has used the language of 'bullying' to help our pupils understand unacceptable ways of interacting. Consequently, there is a very high profile awareness of bullying amongst pupils in the secondary phases. This has been further raised by the School President's anti-bullying campaign which ran for over a year. When St. Nicholas School investigates altercations between pupils, it is sensitive to ascertain whether bullying may be occurring. Our understanding of bullying is that is sustained and deliberately targeted by one pupil / a group of pupils against another pupil / group of pupils.

NB: St. Nicholas School does not see bullying of this form in the school at the current time, as judged by our own monitoring evidence and our external reviews – KCC Safeguarding Review, EDT Peer Review, SIA Report and Governor visit.

INVOLVEMENT OF PUPILS / STUDENTS

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied, with different levels and types of support, including the use of online materials (see PSHEEC and Online Safety policies).
- Work with students who have been bullying in order to address the problems they have.

LIAISON WITH PARENTS AND CARERS

We will:

- Ensure that parents / carers know who to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

REPORTING AND RECORDING

All incidences of challenging behaviour are recorded in school databases. These are monitored and maintained by the Deputy Headteacher and Assistant Headteachers (Primary / Secondary). If an occurrence of "intentional bullying" and / or a racial incident takes place, these are reported on specific reporting forms (there is a separate

form for each) and recorded in separate logs for Racial Incidents and / or Bullying (which are held by or obtained from the DHT Office). These incidents are always reported to the SMT and parents. This information is shared with Local Authority as required on an annual basis and to the governing body via the annual report on behaviour and attendance. The monitoring of bullying incidents takes place via the termly SMT Behaviour and Attendance review meetings. The quality of the decisions and / or plans that arise is assured by the governing body who are invited to attend the Behaviour and Review meeting and via monitoring visits by the Safeguarding Governor (at least once per year).

Should the student / family / SMT deem it appropriate, the bullying incident will be reported to the police, social services, Kent Safeguarding Children Board or Kent Online Safety Officer for advice and / or the reporting of a criminal offence.

MONITORING & REVIEW

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DCSF* and the Anti-Bullying Alliance** to inform its action planning to prevent and tackle bullying.

RESPONSIBILITIES

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community – staff, parents, pupils – via the school newsletter, whole-staff development meetings, school website and / or the school councils.
- Deputy Headteacher (Behaviour Support) to record all episodes of bullying within the Bullying Log and / or Racial Incident Logs. To monitor, review and report (to Governors) the incidences of bullying behaviour. Provide Safeguarding governor with all relevant information during the monitoring visits.
- Teachers to share this policy with the students via PSHE lessons.
- Pupils to abide by the policy.

The named contact for this policy is: Stephen King (Deputy Headteacher) – PROACT-SCIP Principal Instructor, WRAP trainer and Online Safety Ambassador for CEOP / NCA for the ThinkUKnow training programme.

* *DCSF Guidance "Safe to Learn: Embedding anti-bullying work in schools"*

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

***Anti Bullying Alliance guidance*

http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x

EQUALITY AND EQUAL OPPORTUNITIES STATEMENT

St Nicholas school, in all policies and procedures will promote equality of opportunity for students and staff from all social, cultural and economic backgrounds and ensure freedom from discrimination on the basis of membership of any group, including gender, sexual orientation, family circumstances, ethnic or national origin, disability (physical or mental), religious or political beliefs.

St Nicholas school aims to:

- Provide equal opportunity for all
- To foster good relations, and create effective partnership with all sections of the community
- To take no action which discriminates unlawfully in service delivery, commissioning and employment
- To provide an environment free from fear and discrimination, where diversity, respect and dignity are valued.

LINKS TO OTHER POLICIES

Complaints policy
Confidentiality Policy
Behaviour Policy
Safeguarding Policy
Online Safety Policy
Racial Incident Policy
Child Protection Policy
PSHEEC Policy
The Single Equality Scheme
Community Cohesion Policy

STEPHEN KING
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