



**THE KING JOHN SCHOOL**

## **Anti Bullying Policy**

Reviewed May 2018

1. Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is;
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported;
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises;
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported;
- Bullying will not be tolerated.

2. The Department for Education (DfE) defines bullying as: *“Behaviour by an individual or group, usually repeated over a period of time that intentionally hurts another individual or group either physically or emotionally.”*

Bullying will not be tolerated at The King John School and is seen as the misuse of power. The school community has a duty to protect all its members and provide a safe, healthy environment. The school has a behaviour code based around the UNCRC Rights of the child, and also focuses on responsibilities (with every right comes a responsibility) *“I have the right to feel safe and protected and the responsibility to look out for others.” “I have the right to be myself and a responsibility to accept other people’s differences and boundaries” “I have a right to get support and a responsibility to ask for it at the appropriate time” “I have a right to be heard and a responsibility to listen to others”*.

The school is aware of the Essex Safeguarding Children’s Board support for anti-bullying and Julie Keating is the Essex link as supported by Jo Barclay.

3. While recognising that bullying happens in all schools and within the wider community, parents/carers and students at The King John School are encouraged to report incidents of bullying to any member of staff and be confident that action will be taken as per the school procedures set out in the Appendix 1 to deal effectively with the victims of, and those responsible for, acts of bullying. Appendix 2 – an example of the blank statement forms adopted by the school.

4. Education to prevent bullying will be provided to all students during their time at The King John School and appropriate behaviour will be reinforced during lessons and around the school site. Curriculum opportunities are used to address bullying through:

- Subject areas e.g. English, drama, philosophy and ethics;
- Personal social health;
- Skills;
- Assemblies e.g. National Anti Bullying Week – November, National Safer internet day – February;
- Presentations from outside agencies and theatre groups (when available) such as Chelsie’s Choice;

- Tutorial activities;
- Peer support through Peer Active Listeners Programme.

Students are encouraged to develop and understand:

- Patience
- Empathy
- Co-operation
- Understanding

Students have developed a “core values scheme” which is explored through the Thought for the Week pastoral programme. The programme encourages community cohesion.

- Caring;
- Responsibility;
- Respect;
- Trust and Honesty;
- Perseverance;
- Positivity;
- Loyalty;
- Open-Mindedness.

As well as the British Values shown below:

- Mutual respect
- Democracy
- The rule of the law
- Individual liberty
- Tolerance of those of different faiths and beliefs

5. The school communicates its stance on bullying to all students and parents via a letter from the Headteacher in the student planners and by publishing its policy on the school website.
6. The school recognises that there are several forms of bullying and that they can be thought of as bullying if they are done **maliciously, deliberately or persistently** to hurt or upset or have that effect. There is an understanding of the symptoms of bullying. (Appendix 3). This policy follows all statutory guidance in relation to bullying (please refer to Appendix 4).

Bullying encompasses all the following forms of bullying: (the Student Voice has given examples of different types of bullying).

#### **Verbal e.g**

- Deliberate, unkind and persistent remarks;
- Racist, sexual or homophobic name calling;
- Being hurtful about appearance;
- Name calling, sarcasm, persistent teasing.

#### **Emotional e.g**

- Spreading hurtful rumours;
- Writing graffiti or using images/offensive materials;
- Tormenting, humiliating;
- Excluding someone and leaving them out on purpose.

**Theft/Damaging property e.g**

- Taking someone's bag deliberately and breaking it;
- Malicious damage to property e.g. pencil case, uniform.

**Physical e.g**

- Pinching, punching, pushing, kicking and hitting;
- Any violence that is done on purpose to others.

**Racist e.g.**

- A racial taunt, graffiti, gestures.
- Making inappropriate comments regarding faiths and beliefs

**Sexual e.g**

- Making sexual comments.
- Inappropriate touching.

**Cyber bullying e.g**

- The use of ICT, particularly mobile phones and the internet, deliberately to upset someone else. Hurtful, harmful messages sent from individuals and groups.

**Homophobic e.g**

- Because of, or focusing on the issue of sexuality.

**Monitoring and evaluation**

7. Senior staff will regularly evaluate and update their approach to bullying to take into account the developments in technology.
8. E-safety evenings are held to ensure parents and students can recognise the signs of bullying on-line (in-line with the school's e-safety policy).
9. The school works with CEOPs to ensure procedures for dealing with online bullying are adhered to and are effective.
10. The online safeguarding logging system myconcern is used to log any incidents of bullying which leads to a safeguarding concern and is reviewed by the Designated Leads.

### School procedures

The school recognises that bullying is never acceptable and will follow the procedures as outlined below:-

1. Incidents of bullying should be reported immediately to any adult on the staff who in turn will report the matter to the appropriate Head of Year, the student support officer and the tutor.
2. All students will be listened to, and individual issues understood. The school provides opportunities for students to report bullying so that they are assured that they will be listened to and the incident acted on.
3. Staff will take appropriate action on information given. It will be the professional judgement of senior staff to determine the nature of the problem and the appropriate level of response and course of action.
4. In most cases written accounts of the incident will be taken through discreet interviews where necessary and following investigation, the incident will be dealt with appropriately. The statements written by the students are then reviewed with and by the student to ensure that a reflective activity occurs so that the students' voice is heard and they are able to comment on how the matter has been dealt with. The statements are collated as and when an incident occurs and are reviewed by Heads of Year. Witness statements are also gathered to ensure a fair review of a situation. Once an investigation has occurred, relevant sanctions are imposed as per the behaviour policy.
5. Incidents of bullying will be recorded on SIMS by type and outcome. This data is used for monitoring and evaluation by the pastoral team and is shared with the Governing Body.

The central bullying log is completely reviewed every first Monday after half term by the senior bullying leaders - Mr Watts; Mr Lister and Mr Hickey and an overview is presented to the Leadership for discussion on the first Tuesday after half term. The bullying log and SIMs is reviewed weekly by Heads of Year to ensure follow up actions have been noted and reviewed for impact.

6. A variety of appropriate strategies **may** be used to deal with reported incidents:
  - Apology from bully to victim (verbal/written) supported by the Head of Year;
  - Discussion of victim's own behaviour leading up to the incident;
  - Positive steps to be taken with bully to encourage improved behaviour;
  - Monitoring of bully after incident to see any repeated behaviour;
  - Counselling of victim/bully, reviewed by the targeted services team to ensure impact;
  - Parents /carers may be contacted by letter /telephone/invited into school, if appropriate;
  - Implement disciplinary sanctions, including detentions/exclusions;
  - Record incidents of bullying according to type on SIMS and use this data to monitor incidents of bullying in the school. As patterns emerge from the

analysis, pastoral programmes are designed to address emerging issues, such as Thought for the Week;

- Students who have been a perpetrator of bullying are sanctioned via isolation in the curriculum plus centre. They work through a reflective booklet on the causes of bullying, being mentored by the curriculum plus manager, Mr Radley;
- Use specific organisations and resources for help with particular problems. High level intervention and support will be sought to support with emotional effects of bullying- such as EWMHS and the Essex Family Operations;
- Work with the wider community such as the police and children's services where bullying is particularly serious or persistent and when a criminal offence may have been committed.



Continued ...

Student Signature:

# Self-Reflection Form

How do you feel about the incident now?
How could you have behaved differently?
What would you like to happen next?
Has the matter been resolved?

Student Signature:



# Office Use Only

Statement taken by	
Comment/Action:	
Staff signature:	
Referred to	
Comment/Action:	
Staff signature:	
Outcome	
Comment/Action:	
Staff signature:	
Parent/carer informed?	
Comment/Action:	
Staff signature:	

Recorded on SIMS: YES NO (if no contact member of staff who dealt with incident)

Type of Incident			
Safeguarding	Bullying	Racist	Other

**For safeguarding please ensure this is/has been record on My Concern. For bullying and racist incidents please record on central log.**

HOY SIGN OFF: ..... DATE: .....

### Signs and Symptoms

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school;
- doesn't want to go on the school/public bus;
- begs to be driven to school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- begins to truant;
- 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 school work;
- comes home with clothes torn or books damaged;
- has possessions which are damaged or "go missing";
- asks for money or starts stealing money to pay bully;
- has dinner or other monies continually "lost";
- has unexplained cuts or bruises;
- comes home starving (money/lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone;
- is nervous and jumpy when a cyber message is received.

This is not an exhaustive list

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

## The law and statutory guidance with respect to bullying

### THE EQUALITY ACT 2010

Under the Equality Act 2010, new duties on schools and other public bodies came into force from April 2011. The Act strengthens and simplifies existing equality legislation. The Act brings together existing duties not to discriminate on grounds of race, disability and gender which schools are already bound to comply with, and it extends these to include duties not to discriminate on the grounds of age, sexual orientation, religion or belief, or gender re-assignment. It places a requirement on governing bodies and proprietors of schools to eliminate discrimination and promote equal opportunities.

### SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

### CRIMINAL LAW

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

### BULLYING OUTSIDE SCHOOL PREMISES

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, in a town or village centre, cyber bullying or via social networking sites.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.