



THE KING'S SCHOOL

GRANTHAM

Anti-Bullying Policy

Bullying of any kind is unacceptable by any member of the school community. Bullying hurts, threatens and frightens. Everyone has the right to be treated with respect. When bullying does occur, everyone should be able to tell someone and know that incidents will be dealt with promptly and effectively. Students who are bullying need to learn different ways of behaving.

The school is committed to providing a caring, friendly and safe environment so that all students can enjoy and achieve during their time here.

Bullying will not be tolerated. Students and parents should be assured that they will be supported when bullying is reported.

Definition of bullying

Bullying is any behaviour that hurts, threatens or frightens another person or group of people. It may include physical attacks, swearing and insulting comments or deliberately leaving someone out of things.

Bullying can be:

<i>EMOTIONAL</i>	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
<i>PHYSICAL</i>	pushing, kicking, hitting, punching or any use of violence;
<i>RACIST</i>	racial taunts, graffiti, gestures;
<i>SEXUAL</i>	unwanted physical contact or sexually abusive comments;
<i>HOMOPHOBIC</i>	because of, or focussing on the issue of sexuality;
<i>VERBAL</i>	name-calling, sarcasm, spreading rumours, teasing;
<i>CYBER</i>	all areas of the internet – email, misuse of chat rooms; threats by text messaging and telephone calls; misuse of technology, i.e. camera and video facilities.

Signs and symptoms of bullying

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

- is unwilling to go to school;
- 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 his usual routine;
- begins to truant;
- becomes withdrawn, anxious, or lacking in confidence;
- attempts or threatens suicide or runs away;

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- cries himself to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- comes home with clothes torn;
- has possessions which are damaged or 'go missing';
- asks for money or starts stealing money;
- has unexplained cuts or bruises;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what is wrong;
- is afraid to use the internet or mobile phone;
- is nery and jumpy when a cyber message is received.

This list is not an exhaustive list and these signs and behaviours could indicate other problems, but bullying should be considered a possibility and be investigated appropriately.

Procedures

All bullying behaviour or threats of bullying must be investigated. If a student is being bullied, or knows of someone else who is being bullied, **they must tell someone**. Students who are bullied should not blame themselves. If a parent finds out about bullying of their son, or any other boy, they should inform the school immediately. The following procedures should be followed:

- 1) Report bullying incidents to any member of staff. It is best to inform the Form Tutor or Head of Year. Students can communicate incidents of bullying in a number of ways:
 - a) speak to a member of staff – preferably the Form Tutor or Head of Year;
 - b) write a short note to their Head of Year and hand it to the school office.
- 2) Staff should be informed about the person being bullied and the bully in morning briefing and the situation monitored in lessons.
- 3) Students who have been bullied will be helped by:
 - a) being given an immediate opportunity to discuss the experience with their Form Tutor or Head of Year;
 - b) being offered reassurance and support as the Head of Year begins an investigation;
 - c) being asked to provide a written statement which identifies the bully/bullies and nature of the bullying;
 - d) witnesses to bullying will also be asked to produce a written statement;
 - e) parents will be informed by the Head of Year.
- 4) Students who have bullied will be helped by:
 - a) discussing what happened and why they became involved in bullying;
 - b) establishing the wrong doing and the need to change;
 - c) being asked to provide a written statement of the bullying incident(s);
 - d) parents will be informed by the Head of Year.
- 5) The Head of Year will make a judgement, based on evidence, to take any one or more of the following courses of action:
 - a) Mediation between the bullied and bully. If possible, the students will be reconciled.
 - b) Disciplinary action against the bully using the schools Behaviour for Learning Policy.
 - c) Inform the senior member of staff appropriate to the year group for further investigation. In more extreme cases the Head Master will take the decision to exclude a student for a fixed term or recommend permanent exclusion. In line with the Behaviour for Learning Policy
- 6) If necessary, the police will be consulted.

- 7) The Head of Year will:
 - a) make a record of the bullying incident.
 - b) in most cases hand the bullied student a bullying evidence card on which the student will record any comments made by the bully during the school day. The student will report to the Head of Year at the start of each school day for a period of two weeks. The Head of Year will report back to the parents at the end of each week. Copies of the bullying evidence card will be filed in the student record in the School Office.
- 8) Parents of the bully and the student who has been bullied will receive a phone call from the Head of Year on the outcome of the investigation and told how the bullied student will be supported.
- 9) After the incident has been investigated, it is the responsibility of the Form Tutor, Head of Year, parents and student to monitor the situation to try to prevent any further bullying from taking place.
- 10) The Head of Year may take the decision to refer the bullied student, and/or the bully to external agencies for additional confidential support.
In addition, the use of Sixth Form mentors will be considered to support either the bullied or bullying student.

Bullying outside the school's premises

Where a student or parent reports bullying off the school premises, a range of steps will be taken by pastoral leaders:

- Talk to the police about problems on local streets;
- Talk to the transport company about bullying on buses and trains;
- Talk to the Headteacher of another school if their students are proven to be bullying King's students;
- Remind students of the safe route to school.

Prevention of bullying

The school will promote and develop a culture of zero tolerance towards bullying. This will be achieved by:

- Reviewing the PSHE programme for each year group each year, and the programme amended to take account of incidents recorded in the bullying log for the previous academic year.
- All new students and their parents will receive a copy of the anti-bullying policy as part of the induction process.
- Each year the school will participate in national anti-bullying week using assembly time to address the issue of bullying with the whole school.
- As part of their induction programme all new staff will be made aware of the anti-bullying policy, its procedures and their role in dealing with incidents of bullying.