



Kings Meadow School

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Anti-Bullying Policy

Objectives

Kings Meadow Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying. The policy references the Education Act (2010) and demonstrates our commitment to preventing and responding effectively to the bullying of those pupils who fall into vulnerable groups, including disabled children, those with SEN and those who are or perceived to be targeted for LGBTQ+, race or religion.

This policy is based on DfE guidance 'Preventing and Tackling Bullying' (July 2017) and supporting documents. It also considers the DfE statutory guidance 'Keeping Children Safe in Education' (2020) and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. Kings Meadow also refer to 'Cyberbullying: Understand, Prevent and Respond: Guidance for Schools'.

Statement of Intent

Kings Meadow School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form and anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded in the behaviour books. All staff will be informed so that close monitoring of the victim and bully can begin. Parents or carers of both parties will be informed.

Kings Meadow School will:

- safeguard all pupils
- discuss, monitor and review this anti-bullying policy annually
- support the school community to promote positive relationships
- identify bullying at the earliest opportunity and take appropriate steps to tackle it
- ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively, that pupils feel safe, and that pupils adhere to the anti-bullying policy
- recognise the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding their concerns with bullying, and deal promptly with complaints
- learn from good anti-bullying practice and utilise support from other agencies and professionals, when appropriate.

Responsibilities

- It is the responsibility of:
 - The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility
 - Governors to take a lead role in monitoring and reviewing this policy
 - All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly
 - All staff to partake in training, to identify all forms of bullying and take appropriate action, including recording and reporting incidents



Kings Meadow School

Believe and Achieve



- All staff to consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities (e.g. displays, assemblies, peer support, School Crew)
- Pupils to adhere to this policy.

Definition of Bullying

- Bullying can be defined as *'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'*, (DfE "Preventing and Tackling Bullying", July 2017)
- Bullying can include name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming websites, social media sites/apps, and sending offensive or degrading photos or videos
- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Forms of bullying covered by this policy:

- Bullying can happen to anyone. This policy covers all types and forms of bullying including:
 - Bullying related to physical appearance
 - Bullying of young carers, children in care or otherwise related to home circumstances
 - Bullying related to physical/mental health conditions
 - Physical bullying
 - Emotional bullying
 - Sexual bullying
 - Bullying via technology, known as online or cyberbullying
 - Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

The pupils at Kings Meadow School have a wide range of complex needs. As a school community, we understand that bullying can have additional subtleties and raise issues that are complicated to resolve. Not all pupils will recognise bullying behaviour if they experience it; equally, they may not understand their own behaviour as bullying towards another individual. Difficulties with cognition and communication are strong factors in observing how and what is communicated by the pupil.

People who are bullied may show the following changes to their own behaviour:

- Becoming shy or nervous
- Feigning illness
- School refusal
- Becoming attached to adults
- Refusing to remain in class

It is important that all members of our school staff are alert to these changes and signs of bullying and act promptly and firmly against any form of bullying, in line with their own roles and responsibilities.



Kings Meadow School

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Responding to Bullying and Cyberbullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern
- appropriate support will be provided for the person being bullied, making sure that they are not at risk of immediate harm
- encourage the person being bullied to keep any evidence of the bullying activities to assist an investigation (cyberbullying)
- inform the headteacher or designated safeguarding lead (DSL)
- the DSL will be informed of all bullying issues where there are safeguarding concerns
- the school will speak with and inform other staff members, where appropriate
- the school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies
- repair, restoration and support will be implemented in consultation with all parties
- if necessary, other agencies may be consulted or informed, such as police (if a crime has been committed) or other local services including early help or social care, if a child is felt to be at risk of significant harm
- where bullying takes place off school site or out of school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL can collaborate with other schools.
- provide information to staff and pupils regarding steps they can take to protect themselves online.
- a clear and concise account of bullying incidents will be recorded by the school using MyConcern software. This will include recording appropriate details regarding decisions and action taken.
- termly reports and data on incidents of bullying and cyberbullying will be collated using the MyConcern software.

Pupils who have been bullied will be offered:

- an immediate opportunity to discuss the experience with a member of staff of their choice
- reassurance
- pastoral support to help maintain their self-esteem and confidence
- support to record their concerns

Pupils who have perpetrated bullying will be helped by:

- discussing what happened, establishing the concern and the need to change
- informing parents/carers to help change the attitude and behaviour of the child
- providing appropriate education and support regarding their behaviour and actions
- requesting that content (online) be removed and reported to the service provider (where appropriate)
- sanctioning, in line with school behaviour policy
- where necessary, working with the wider community and local organisations for specialist advice and guidance.

Involvement of pupils

Kings Meadow School will involve pupils by:

- regularly monitoring their views on the extent and nature of bullying
- ensuring that they know how to report worries and anxieties about bullying
- reviewing the Anti-Bullying Policy with them.

Liaison with Parents/Carers

We will:



Kings Meadow School

Believe and Achieve



- ensure that parents/carers know who to contact if they are worried about bullying
- ensure that parents/carers 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, carers and the wider community to address issues beyond the school that give rise to bullying.

Links to Other School Policies

- Complaints Policy
- Behaviour and Emotional Regulation Policy
- Safeguarding and Child Protection Policy
- Confidentiality Policy
- Online Safety and Acceptable Use Policies (AUP)
- Curriculum Policies

Links to Legislation

- The Equality Act 2010
- The Children Act 1989
- The Education and Inspection Act 2006, 2011
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Links to Supporting Organisations

Anti-bullying:

- Anti-Bullying Alliance <https://www.anti-bullyingalliance.org.uk/>
- Childline <https://www.childline.org.uk/>
- Family Lives <https://www.familylives.org.uk/>
- Kidscape <https://www.kidscape.org.uk/>
- MindEd <https://www.minded.org.uk/>
- NSPCC <https://www.nspcc.org.uk/>
- PSHE Association <https://www.pshe-association.org.uk/>
- Restorative Justice Council <https://restorativejustice.org.uk>
- Young Minds <https://youngminds.org.uk/>
- Young Carers <https://carers.org/>

Cyberbullying:

- Childnet <https://www.childnet.com/>
- Think U Know <https://www.thinkuknow.co.uk/>
- UK Safer Internet Centre <https://www.saferinternet.org.uk/>

Race, Religion and Nationality:

- Anne Frank Trust <https://annefrank.org.uk/>
- Kick it Out <https://www.kickitout.org/>
- Report it <https://www.report-it.org.uk/home>
- Stop Hate <https://www.stophateuk.org/>
- Educate against Hate <https://educateagainsthate.com/>
- Show Racism the Red Card <https://www.theredcard.org/>



Kings Meadow School

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LGBTQ+:

- Barnardo's LGBT Hub <https://www.barnardos.org.uk/what-we-do/supporting-young-people/LGBTQ>
- EACH <https://each.education/>
- Proud Trust <https://www.theproudtrust.org/>
- Schools Out <http://www.schools-out.org.uk/>
- Stonewall <https://www.stonewall.org.uk/>

Sexual Harassment and Sexual Bullying:

- Ending Violence Against Women and Girls <https://www.endviolenceagainstwomen.org.uk/>
- Anti-bullying Alliance: Preventing and responding to sexual bullying <https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual>

Designated Safeguarding Lead: Helen McCormack, Head teacher

Nominated Member of Leadership Staff Responsible for this Policy: Sasha Lees, Deputy Head teacher

Named Governor with lead responsibility: Dawn Exley

Date agreed and ratified by Governing Body: 13.10.2020

Policy Written: September 2020

Date of Next Review: September 2021