



Anti-Bullying Policy

*We all have:
The right to learn
The right to respect
The right to be safe*

Name of policy	Date reviewed	By whom	Next review	Responsibility
Anti Bullying	December 2022	DSL	Annually Dec 2023	DSL

AIMS AND OBJECTIVES

- To create a caring, supportive, happy, safe environment where pupils can learn effectively and develop as valued individuals.
- To develop a culture in which bullying is not tolerated and is challenged.
- To encourage pupils who are bullied, those who witness bullying and those who hear about incidents of bullying, to speak out and to report them to an adult.
- To investigate incidents of bullying (and alleged bullying) fully and to apply the school disciplinary procedures if necessary.
- To work with parents, victims and the bully/bullies – recognising that in different ways all parties may require support.

The school believes that every pupil at KHVIII has the right to enjoy their learning and leisure time in a supportive, safe and caring environment, free from the fear of intimidation or bullying.

Bullying is wrong and will not be tolerated.

Bullying can occur through several types of anti-social behaviour. It can be:

Physical:

Including kicking, hitting, taking belongings, damage to belongings, threats and extortion.

Verbal:

In particular, name calling, insulting comments (about the individual and/or their family), malicious teasing, offensive remarks, humiliation.

Emotional:

Including – spreading malicious rumours, excluding individuals from social groups by deliberately leaving them out or influencing/encouraging others to do so, inappropriate body language, invasion of space.

Cyber:

inappropriate/offensive phone calls/text messaging/emails/messaging or photographs/video messaging via the internet or mobile phone.

In addition, **racial, religious, sexual, homophobic bullying and bullying related to disability or transgender** are unacceptable.

The school also recognises that children can abuse their peers. **'Child-on-child' abuse** is never to be tolerated or passed off as banter. The school is aware of the different gender issues that can be prevalent in child-on-child abuse, for example, girls being sexually touched, or boys being subjected to initiation/hazing type violence. All child-on-child abuse will be managed in accordance with BKHS Child Protection Policy, and a bullying incident of this nature will be treated as a child protection concern where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. In such cases it will warrant a response under Child Protection procedures rather than the CSF Exclusions Policy.

This Anti-Bullying Policy is reinforced by the School Behaviour Policy, through the Code of Practice for Computer Use and Internet Security Policy Use (Acceptable Use Policy), by the PSHE Policy and is reflected in the school ethos and the School's three main principles of good behaviour: **the right to learn; the right to feel safe; the right to respect and fair treatment**. It is also reinforced through form time, questionnaires, the PSHE curriculum, the use of Playground Pals, ICONS ambassadors, assemblies, staff meetings and the Pastoral Care system. The School seeks to promote good citizenship, positive relationships and to make the school community aware of the unacceptability of bullying behaviour. Bullying behaviour is antisocial, is damaging to the individual, is wrong and will not be tolerated at King Henry VIII Junior School.

REPORTING BULLYING

- The school encourages pupils to **'Speak Out'** as bullying thrives in a climate of silence. Pupils who are being bullied or onlookers who have witnessed bullying should report the incident as soon as possible. In the first instance in school pupils should speak to their Form Tutor or any member of staff they feel comfortable with, including the School Nurses or Support Staff.

Procedure

- The events reported by the bullied pupil will be recorded by the adult on MyConcern.
- The member of staff will investigate the incident, or they may, depending on the seriousness/nature of the bullying, refer it on to a more senior member of staff.
- The member of staff will record all discussions with both/all parties.
- In cases of cyberbullying, pupils or parents should keep relevant evidence for any investigation eg. saving text messages, taking screen capture shots, printing out conversations and noting web addresses. These should be given to the member of staff to whom the incident is reported.
- After discussion, and when it is clear that bullying has taken place, the appropriate measures or sanctions in line with the "Behaviour Policy" and "Acceptable Use Policy" will be actioned.
- We would anticipate that most incidents can be dealt with by the Form Tutor. More serious or repeated incidents will be referred to the Head of Year, Deputy Head Pastoral or, if necessary, the Headmaster.
- In the case of low-level incidents, parents will be informed at the discretion of the Form Tutor. In cases of persistent bullying the parents/carers of the pupil will always be informed.
- Should a pupil be suspected of involvement in an incident of cyberbullying which is serious in nature and may require in depth investigation, the pupil's mobile phone may be confiscated and, if appropriate, searched.
- Should the content of cyberbullying be illegal the police will be contacted to determine what needs to be kept for evidential purposes.

- Pupils involved in a bullying incident, both the bully and the victim, will be monitored periodically to ensure the bullying has stopped and to prevent a recurrence.

RECORDS

Bullying incidents are recorded on My Concern by staff. The DSL keeps a Bullying Register electronically.

SUPPORT

- Support is given to the victim by taking their concerns seriously and by investigating and dealing with the incident quickly and, depending on the incident, by enlisting help and support from friends and classmates. The victim will be given strategies to deal with any further incident and it will be reinforced that a member of staff must be told immediately. Staff will be asked to monitor and report any concerns they have immediately.
- In the case of serious, repeated bullying, parents of the pupil bullying will be informed of the incident, the action being taken and, after discussion, the consequences to the pupil should there be any further incidents. Counselling/support can be arranged if needed or requested.
- Whilst the school considers bullying behaviour to be totally unacceptable, it is recognised that sometimes pupils demonstrate this behaviour as a result of their own problems. They will be offered the opportunity to discuss these and, in order that the bully has the chance to change their behaviour, support will be offered through school and outside agencies if appropriate. Parents will be informed and will be asked to assist with this support.
- If appropriate, pupils involved will be offered a restorative practice session to reflect on events and move forward positively.

ADVICE AND GUIDANCE For pupils

Bullying is unacceptable. Unfortunately, at times it happens in all schools and also in workplaces. It happens to children and adults, but it will only thrive where there is silence and fear.

We have a “Speak Out” Policy.

- If you are bullied remember that there is nothing wrong with you. Do not blame yourself for what has happened. You have taken the correct action by reporting the incident.
- Do not retaliate or, in the case of cyberbullying, return the message or continue with the conversation. Block contacts, change contact details. In all cases save the evidence and report the incident.
- Take action if you see bullying occurring. Watching and doing nothing can suggest support for the bully. ‘Speak Out’.
- Do not tolerate bullies in your circle of friends. If anyone is acting badly, tell them – ‘Speak Out’. Do not be fearful of them. Do they need help?

- Although it may be difficult, 'Speak Out' – whether you are a victim, an onlooker, or are directly involved in bullying, tell an adult in School.
- If you are bullying and need someone to talk to about the difficulties you are having, seek out a member of staff, the school nurse or friend to act on your behalf. 'Speak Out' before being found out.

ADVICE AND GUIDANCE For Parents

- Watch for signs of distress in your children. There could be an unwillingness to attend school, a pattern of headaches or stomach aches, equipment that has gone missing, request for extra pocket money, damaged clothing or bruising.
- Take an active interest in your child's social life. Discuss friendships and how break/lunchtime is spent.
- First, tell them that their concerns are taken seriously and reassure them that telling you was the right thing to do.
- Advise them to tell an adult in school. Reassure them that they will be given support. Bullies only thrive when they know their actions will go unreported.
- Discuss the incident with your child. Make a note of what they tell you. Keep a written record if the bullying persists. Should cyberbullying occur, your child should save text messages, take screen shots, print out conversations and note web addresses. These will provide supportive evidence regarding **who, what, where and when.**
- Report the incident to your child's Form Tutor who will investigate and record the incident in line with this policy.
- Do not encourage your child to retaliate. It will only make matters worse. Such behaviour could be contrary to their nature. More positively, encourage your child to build up their friendship group.
- Advise your child not to buy the bully off with 'presents', (sweets, lunch, drinks etc) and that they should not give in to demands for money or for their property. If the latter happens, they should tell an adult **immediately.**
- If the plan of action devised by the Form Tutor does not result in an end to the bullying, then contact the school again.

CASES OUTSIDE SCHOOL



Whilst schools are not directly responsible for bullying that occurs off the premises, we would endeavour to offer support to a pupil in school if there are difficulties.

Cyberbullying is unacceptable inside or outside school. Any incident involving the use of information technology to bully/defame fellow pupils or staff occurring outside school but impacting in school will be investigated, and suitable action will be taken.

The following advice is given to pupils and is published in the **Homework Planner**:

Policy on Anti-Bullying

1. Q. What is bullying?
 - A. Words or actions intended to hurt.
 - or refuse to share a book or seat.
 - They might refuse to clear a plate or lend a pencil.
2. Bullying can be physical
 - hitting.
 - kicking.
 - punching.
 - biting.
 - pinching.
 - throwing.
 - any action intended to hurt.
3. Bullies can also use words to tease about someone's
 - Shape. Religion.
 - Colour. Accent.
 - Looks. Race.
 - Intelligence. Culture.
 - Nationality.
 - Family.
4. Bullies may hide people's books, pens, shoes - or any other belongings
 - In order to make them upset.
 - Or to get them into trouble.
5. Bullies exclude people and encourage others to do the same, they may text/email/ photograph unkindly
 - They may leave people out of games.
6. How do bullies act?
 - Sometimes alone - sometimes in groups.
 - Bullies often get others to do their bullying for them: they have the ideas, but don't want to be caught bullying.
 - Bullies can sometimes operate outside the school premises e.g. at a party or sleepover, social media.
 - They might send photos or messages.
7. What do bullies look like?
 - They come in all shapes and sizes:
 - all ages
 - boys and girls
 - men and women

Bullies are not always obvious. Sometimes they appear to be popular.
Bullies like having power over people.

Policy on Anti-Bullying

8. What do I do if I see someone being bullied?
 - Support him/her—don't only help your friends or someone in your class but support all victims, even those you may not like.
 - You know that bullying is wrong.
9. How do I support someone?
 - get adult help.
 - be kind to the victim.
 - stick up for him/her.
 - tell the bully he is bullying.
10.
 - Don't ignore bullying because it doesn't involve you.
 - Don't enjoy bullying.
 - Watching someone being bullied and doing nothing is much the same as doing the bullying yourself.
11. What do I do if I am bullied?
 - Tell someone you trust
 - A friend.
 - A senior pupil.
 - Your Form Teacher.
 - Any member of staff.
 - Your parents.
12. What will the School do if I am bullied?
 - The School will support you.
 - It will try to stop the bullying by talking to you and the bully.
 - It will try to discover the reason for/ cause of bullying.
 - If necessary, your parents and the bully's parents will be asked to meet the Deputy Heads or the Headteacher to discuss the problem.
 - The School will listen to all worries about bullying and sanctions will be imposed on a bully.
 - Reviewed and updated 2022 CAS