



Milton Keynes Education Trust

Kents Hill School

Anti-bullying Policy

December 2016

Next Review: December 2019

Everyone at Kents Hill School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos. Where bullying exists, pupils must feel confident to activate the anti-bullying systems within the school to end the bullying.

Aims

At Kents Hill School our Anti-bullying policy aims

- To reduce and if possible eradicate incidences in which children are bullied
- To have appropriate after care should a case of bullying have occurred
- To make all members of our school community aware of our policy and expect them to adhere to it
- To meet our legal obligations

Definition of bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone. The school works hard to ensure that all pupils know the difference between bullying and simply "falling out". Bullying is unacceptable and has a detrimental effect on those involved. Pupils who are bullied will be fully supported.

Actions to prevent and tackle bullying

Prevention is better than cure so at Kents Hill School we are vigilant for signs of bullying and always take reports of incidents seriously. We use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. All reported incidents of bullying are investigated and taken seriously by staff members. A record is kept of incidents. The Class Teacher of the pupil being bullied is responsible for this and is required to give a copy of report and the action taken to the Headteacher. All members of staff are made aware of the incident so they can be particularly vigilant to protect the victim. If bullying includes abuse under the Equality Act 2010 then it is reported to the Headteacher to be recorded to Milton Keynes Education Trust.

Upon discovery of an incident of bullying, we discuss with the pupils involved the issues appropriate to the incident and to their age and level of understanding using Restorative Practice language. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. Victims may be worried about openly discussing an incident when the aggressors are present. They should be given the opportunity to speak to an adult separately. Victims need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying. However, they should also be reassured that they should seek adult help if this is not effective.

Parental Involvement

The parents of the child accused of bullying as well as the parents of the pupil who has been bullied are informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully is also reminded of the possible consequences of bullying and the sanctions for repeated incidents are clearly explained to him/her. (Persistent bullies may be excluded from school). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours. Parents are asked to remind their children to inform a member of staff if they feel they are being bullied. Parents are also encouraged to communicate with the school at a very early stage if they suspect there is a problem. Keeping information from the school, or from their parents, never helps a problem to be solved, and prolongs the period a pupil has to suffer.

Curriculum Support

The curriculum is used to raise awareness about bullying and the anti-bullying policy. It is used to increase understanding for pupils and build an anti-bullying ethos. At Kents Hill School these issues are discussed under Personal, Health, Social Education during Circle Time where everyone is encouraged to communicate any problems they may be experiencing. Difficult issues are addressed using a problem solving approach. Classes may also have a worry box where children can write down what is making them sad and the teacher can address these issues either individually or as a whole class.

In school we have a “playground buddy” system where children are asked to watch out for any children who may be unhappy or lonely in the playground. These children can also be attached to children who are feeling vulnerable at a particular time. Whilst there is little history of bullying at Kents Hill School, we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary, the school calls on outside resources such as the Behaviour Support Service to support our action.

This policy is an integral part of our Behaviour Policy. It is part of the Induction Pack for new staff.