

Anti-Bullying Policy

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| Chair of Governors | Anne Malcolm |
| Review Date (2 years) | March 2022 |

Rationale

Kenton School strives to be a caring, positive and friendly community, creating a safe environment for all our students. We have high standards for our students and aim to provide a relaxed and secure atmosphere in which they can achieve to their full potential. No student should be made to feel unhappy or unsafe which is why bullying of any kind is unacceptable at our school. Where bullying does occur, students have the right to expect immediate action and for incidents to be dealt with promptly and effectively. In addition, anyone witnessing bullying in school is expected to report it to a member of staff. The school motto “All different All equal” clearly articulates a sense of value which, is placed upon each student regardless of their background. In the interests of all students the school will encourage positive appreciation of diversity within the community and take a robust stance against discrimination and abusive behaviour, in accordance with our behaviour policy. As a school community we will not tolerate harassment of any kind. This policy aims to outline the key issues related to bullying in school.

What is bullying?

**Bullying is repeated negative behaviour that is intended to make people feel unsafe.**

Bullying can be:

* Verbal - The repeated negative use of speech, sign language, or verbal gestures to intentionally hurt others such as name calling, sarcasm, spreading rumours, teasing
* Indirect - The repeated negative use of actions, which are neither physical nor verbal, to intentionally hurt others
* Physical -The repeated negative use of body contact to intentionally hurt others such as pushing, kicking, hitting, punching or any use of violence
* Emotional – being unfriendly, excluding, tormenting.
* Racial – racial taunts, graffiti, gestures.
* Sexual – unwanted physical contact or sexually abusive comments.
* Homophobic – as above, because of or focusing on the issue of sexuality.
* Cyber – all areas of internet, social networking and mobile threats by texts, calls and images.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy

* All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
* All of the above should be made aware of the school’s policy on bullying and follow it.
* To assure and reassure students and parents that the school takes bullying seriously and that they will be fully supported when issues arise.
* To be made clear that bullying will not be tolerated.

How we deal with bullying at Kenton School

Genuine bullying is rare at Kenton School. However:

* All staff receive training on appointment and annual refresher training on dealing with student behaviour.
* All students take part in special activities during anti-bullying week each year to raise awareness and deal with any issues and in addition Kenton School has a whole school Respect focus half termly.
* Each form has a nominated Respect Champion that are re-elected annually. Respect Champions are trained to be a peer support that can signpost others to the appropriate adult or reporting mechanism (on line bullying app).
* The Life Skills curriculum covers aspects of bullying so that students understand the differences between falling out with a friend, and genuine bullying,
* Staff are vigilant in looking for key signs of bullying.
* A clear procedure is in place for dealing with any bullying that is reported or witnessed.
* Our pastoral team have a range of strategies and resources to help support the victims of bullying, including access to trained counsellors.

Signs and symptoms of bullying

A student 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 student:

* is frightened of walking to or from 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
* regularly feels ill in the morning
* begins to perform poorly in school
* comes home with clothes torn or books damaged
* has possessions which are damaged or “go missing”
* asks for money or starts stealing money (potentially to pay the bully)
* has dinner or other monies continually “lost”
* has unexplained cuts and bruises
* becomes aggressive, disruptive or unreasonable
* is bullying other students 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

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

Strategies in place for dealing with victims

1. Listen to what is being reported
2. Treat anxiety seriously
3. Explore the incident in detail to find out if it was an isolated incident or a repeated act
4. Give reassurance to the victim that action will be taken
5. Contact parents if necessary and invite them to discuss the incident
6. Give the victim opportunity to talk about what has happened with an appropriate member of staff (Respect coordinator, year leader, form tutor or any other member of staff the student feels comfortable talking to)

Strategies in place for dealing with bullies

1. Identify the bully/bullies
2. Record all incidents of bullying on CPOMS – this is to include names of the victim and the aggressor.
3. The Respect Coordinator will then be informed and in turn will create a report for the appropriate year leader to follow up.
4. Make all relevant staff aware.
5. Give the bully the opportunity to talk about what has happened with a member of staff.
6. Inform parents if the situation is deemed serious enough.
7. Appropriate intervention will be delivered by trained staff.
8. Repeat offences will result in the student being placed on report to their head of year or in more extreme circumstances in Kenton School’s Inclusion Unit or for repeated offences Twilight School.
9. In the most extreme circumstances we may need to seek advice from outside agencies which can include Northumbria Police.

Kenton School will ensure that bullying prevention is embedded into the curriculum*, ensuring* that within its educational provision students are offered opportunities to:

* Understand and celebrate diversity.
* Learn about equality in a variety of curriculum areas.
* Develop an understanding of global citizenship.
* Develop relationships with students from other communities.
* Understand the power of language particularly relating to the verbal abuse of anyone.
* Develop an understanding of their rights, the rights of others, and their responsibilities to each other.
* Recognise and challenge prejudicial attitudes and behaviour.
* Develop healthily both emotionally and intellectually.
* Developing students emotional resilience in order that they are able to successfully manage their day to day relationships with peers.

All of the above aspects will be delivered to students through a comprehensive Life Skills curriculum as well as through assemblies, positive staff attitudes in lessons and student role models such as the Respect Champions.

Parents

Where parents and carers are concerned or suspect that their child is a victim of bullying behaviour, they should contact their son/daughter’s form tutor or head of year as soon as possible to discuss the issue.

People with specific responsibilities:

* Mr R Devlin (Vice Principal and designated Safeguarding member of staff)
* Ms C Gibson (Assistant Principal and designated Safeguarding member of staff)
* Mrs A Brough (Senior Behaviour Lead and designated Safeguarding member of staff)
* Mr Ord (Assistant Principal and designated Safeguarding member of staff)
* Year Leaders are the members of staff responsible for dealing with reported incidents. These are:

Mr Allan, Mrs Angus, Mr Antony, Mrs Bartram, Mr Bouleau, Mrs Hunter, Mrs Rutherford, Mr Turnbull, Mr Ferguson and Miss Wilson.

* Miss Wozencroft (Respect Co-ordinator)

*Full Participation*

In order to ensure that the whole school community is kept informed of Kenton’s Anti-Bullying work all policies will be available on Kenton School website. In addition any relevant information will be shared on Kenton Schools Facebook page and Twitter page @kentonrespect. By using a range of communication methods and information sharing platforms, Kenton ensures that consultation is inclusive.