



# Kirkbie Kendal School Academy Trust

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Governors' Committee/SLT Responsible:	Curriculum
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<b>Change Record</b>		
Version	Date	Description
1.1	16.5.17 (Curriculum Cttee)	Changes to all sections. Inclusion of reference to British Values and Peer on Peer Abuse
1.2	21.5.19 (Curriculum Cttee)	Minor changes to bring in line with current practice and to signpost recent guidance
1.3	18.05.21 (Curriculum Cttee)	Minimal update to Related Guidance Section
1.4		

**“Kirkbie Kendal School promotes the safeguarding and welfare of children in its care; all policies support the Child Protection Policy.”**

# KIRKBYE KENDAL SCHOOL ACADEMY TRUST

## ANTI-BULLYING POLICY

### INTRODUCTION

The School believes that its students have the right to learn in a supportive, caring and safe environment, where self-esteem is nurtured. This is an important part of the School's value of care, courtesy, consideration and hard work. The School's Behaviour Policy promotes outstanding citizenship, where it is made clear that any type of bullying is a form of anti-social behaviour. School should be a protective environment which promotes a culture that is anti-bullying and takes action against identity based prejudice and any behaviour that is not supportive of British Values.

The School takes bullying concerns seriously and aims to listen carefully to students, parents/carers and staff. School is also mindful that some children can be more vulnerable to bullying. It is the school's aim to deal well with any incidents and ensure students continue to attend school.

### WHAT IS BULLYING?

Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group, either physically or verbally. Bullying can take many forms (eg cyber-bullying, social networking), and can be motivated by identity based prejudice against particular groups. For example, on grounds of race, religion, gender, sexual orientation or because a child has a 'different' background or home environment. Stopping violence and ensuring safety is the School's first priority, but we will also respond to the emotional needs that result from bullying.

### BULLYING OUTSIDE SCHOOL

School has a specific power to sanction students for poor behaviour outside of school premises. This includes bullying incidents that may take place on the way to or from school, on public transport, in the town or over the internet (or other related technologies). This is covered by Behaviour for Learning and E-Safety school policies.

### CYBER-BULLYING

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' (cyber) bullying, which can occur in or outside School. Cyber-bullying is a different type of bullying and can happen at any time of the day, at a click of a button with a potentially bigger audience.

Cyber-bullying is defined as the use of Information and Communication Technologies, particularly mobile phones and the internet, deliberately to upset someone else. Teachers have powers to search and, if necessary, confiscate and/or delete inappropriate images or files.

### PEER ON PEER ABUSE

Staff are aware that students can be at risk from peer on peer abuse and have the right to learn in a safe environment. Children should be free from harm from other children. The school's Child Protection Policy and Procedures includes managing allegations against other children.

## **GUIDANCE PROVIDED TO STUDENTS AND PARENTS/CARERS**

### **WHAT CAN YOU DO IF YOU ARE BEING BULLIED?**

Remember that your silence is the bully's greatest weapon!

- a) Tell yourself that you do not deserve to be bullied, and that it is wrong.
- b) Be proud of who you are. It is good to be individual.
- c) Try not to show that you are upset. It is hard but a bully can be encouraged by someone's fear.
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive (firm) – shout "No!" Walk confidently away.
- f) Fighting back may make things worse. If you want to fight back, talk to a 'buddy', trusted adult, teacher or parent/carer.
- g) Tell an adult you trust. You will get immediate support. Members of staff, adults and buddies will take you seriously and will deal with bullies. They can get help from other appropriate adults in a way which will find solutions.

### **IF YOU KNOW SOMEONE IS BEING BULLIED**

- a) Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult. Adults have ways of dealing with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

### **AS A PARENT/CARER**

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent, etc.
- c) If you feel your child may be a victim of bullying behaviour, please talk to us at school. Your concern will be taken seriously, dealt with sensitively and appropriate action will follow.
- d) It is important that you advise your child not to fight back.
- e) Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f) Make sure your child is fully aware of the School Policy concerning bullying, and that they will not be afraid to ask for help.
- g) Keep any evidence – particularly if it is happening on-line.

### **AS A SCHOOL**

- a) We organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at key times, i.e. breaks and meal times.
- b) We use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, eg the Life Skills programme, Form tutor time, assemblies.
- c) We deal quickly, firmly and fairly with any complaints, involving parents/carers where necessary. Please see Appendices 1 & 2.
- d) We regularly review the policy and procedures.
- e) We continue to have a firm but fair discipline structure.
- f) We do use positive teaching materials to support British Values.
- g) We encourage students to discuss how they get on with other people and to form positive attitudes towards other people.
- h) We encourage students to treat everyone with respect.
- i) We will treat bullying as a serious issue and take every possible action to eradicate it from our School.

## **ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED**

If bullying is reported or suspected, the School will talk to the suspected victim, the suspected bully and any witnesses.

Help, support and counselling will be given as is appropriate to both the victims and the bullies. This may include the use of outside agencies and other key professionals.

We support **victims** in the following ways:

- by offering them an immediate opportunity to talk about the experience with a member of staff, with whom they feel comfortable.
- by encouraging them to talk with their peer group.
- by informing victims' parents/carers as appropriate.
- by offering continuing support when they feel they need it.
- by providing information about bullying and support.

We support and sanction **bullies** in the following ways:

- by talking about what happened, to discover why they became involved.
- by involving parents/carers.
- by continuing to work with bullies in order to get rid of prejudiced attitudes.
- by using the sanctions in the Behaviour for Learning Policy.

## **FORMAL STEPS**

1. Students will be encouraged to speak to a 'buddy', Pastoral Support, Form Teacher, Head of Year or other staff member of their choice.
2. We will contact the parents/carers of the students involved at an early stage.
3. We will keep records of incidents that we become aware of and how we responded to them.
4. We will follow up after incidents to check that the bullying has not started again.
5. We will require the victim to maintain an open dialogue with us to ensure there is no reoccurrence.

If necessary, we will use the School's Behaviour for Learning Policy. Sanctions may include:

- Restorative justice practices.
- Removal from the group.
- Withdrawal of break and lunchtime.
- Detention.
- Withholding participation in school events that are not an essential part of the curriculum.

Sanctions imposed would depend on the nature and scale of the bullying. The sanctions available to us also include fixed term and permanent exclusion from school.

## **PREVENTION**

The school teaches students about anti-bullying and reinforces the School's ethos of care, courtesy, consideration and hard work. The School also focuses on cyber-bullying. This is done through the Curriculum (Life Skills, ICT) and pastoral work (group and individual mentoring, Form time, assemblies, competitions, activities, Year/School Council). Staff receive training and support to promote an anti-bullying culture and respond proactively to concerns. We actively promote positive British Values.

## **MONITORING, EVALUATION AND REVIEW**

The success of the policy will be monitored by the pastoral team and students via Year and School Councils and other work on students' views.

A questionnaire of all staff, students and parents/carers to audit incidences of bullying will be undertaken as often as school feels necessary. The result of this will also highlight any areas for review and action.

The School will maintain a record of any incidents and actions.

### **Related Policies:**

Attendance Policy  
Child Protection Policy and Procedures  
Use of Force  
Behaviour for Learning  
E-Safety

### **Related Guidance:**

Keeping Children Safe in Education (Sep 2020)  
The Prevent Duty (2015)  
Cyberbullying: Understand, Prevent & Respond (Childnet Guidance 2016)  
DfE Guidance Searching, Screening & Confiscation (2014)  
DfE Advice (2017) Preventing and Tackling Bullying  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/623895/Preventing\\_and\\_tackling\\_bullying\\_advice.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf)

### Appendices

Appendix 1: Information for Students  
Appendix 2: Procedure  
Appendix 3: Further Information & Support

THIS DOCUMENT IS AVAILABLE IN THE FOLLOWING FORMATS:

PAPER  
ENLARGED PRINT  
EMAIL  
WEBSITE

## BULLYING - INFORMATION FOR STUDENTS

### If you are being bullied:

- *try to stay calm* and look as confident as you can;
- *be firm and clear* – look them in the eye and tell them to stop;
- *get away* from the situation as quickly as possible;
- *Record* any incidents;
- *tell a teacher or another adult* in your school;
- *tell your family*;
- *if you are scared* to tell an adult by yourself, ask a friend to come with you;
- *keep speaking up* until someone listens and does something to stop the bullying;
- if your school has a *peer support service*, use it;
- *don't blame yourself* for what has happened.

### When you are talking to an adult about bullying, be clear about:

- *what* has happened to you;
- *how often* it has happened;
- *who* was involved;
- *who saw* what was happening;
- *where it* happened;
- *what* you have done about it already.

If you find it difficult to talk to anyone at school or at home, ring



or

write to: ChildLine, Freepost NATN 1111, London E1 6BR  
[www.childline.org.uk](http://www.childline.org.uk)

The phone call or letter is *free*. It is a *confidential* helpline.

**TYPICAL PROCEDURE (Actual procedure followed is on a case by case basis)**

**BULLYING INCIDENT**

Buddy/Form teacher or HOY or LT to deal with incident after referral by identifying teacher/student/buddy.

Incident recorded & possible sanction applied.

Possibility of informal pastoral support for bully and victim.



**SECOND OR THIRD INCIDENT**

Contact home to inform parents/carers of bully, requiring assurances of future behaviour.

Increased sanctions.

Warning of exclusion given.



**PERSISTANT BULLYING**

**EXCLUSION**

Parents/carers to attend before re-admission.

Victim's parents/carers informed and support for victim and bully may continue.



**FURTHER INCIDENTS MAY LEAD TO CONSIDERATION OF PERMANENT EXCLUSION**

## FURTHER INFORMATION & SUPPORT

[www.childnet.com](http://www.childnet.com)

[www.kidsmart.org.uk](http://www.kidsmart.org.uk)

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

[www.childline.org.uk](http://www.childline.org.uk)

[www.nspcc.org.uk](http://www.nspcc.org.uk)

[www.safa-selfharm.com](http://www.safa-selfharm.com)

[www.cumbria.police.uk](http://www.cumbria.police.uk)

[www.samaritans.org](http://www.samaritans.org)