

PHILOSOPHY

Kingswode Hoe School aims to develop an ethos that supports achievement, creates a balanced broadly based curriculum which is responsive to individual needs and gives pupils opportunities to experience continuity and success, to feel good about themselves and achieve their full potential.

Through our linked policies of: Pupil Development, Behaviour and Well-Being, Anti-Bullying, and Child Protection, we aim to create a safe, supporting and open environment for both staff and pupils which facilitates the development of our whole school GROW ethos.

We are committed to providing a happy and secure school where issues of bullying and peer on peer incidents are dealt with in a consistent and effective manner. Bullying as a principle is not acceptable in our school community and pupils will be encouraged to report and talk about any incidents that occur. Incidents will be managed in line with our Pupil Development, Behaviour and Well-Being Policy. The use of the internet and social media and potential issues about cyber bullying will be managed in line with our E-Safety Policy.

WHAT IS BULLYING?

There are many definitions of bullying, but most have three things in common:

- It is deliberately hurtful behaviour.
- It is repeated over a period of time.
- It is difficult for those being bullied to defend themselves.

Types of bullying can be summarised as:

Physical: pushing, kicking, pinching, physical intimidation and any other use of violence.

Verbal: name calling, sarcasm, spreading rumours, teasing.

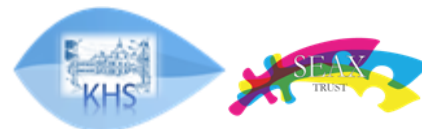
Emotional: excluding, tormenting, being unfriendly, racial/gender taunts/gestures, graffiti.

Sexual: unwanted physical contact, abusive comments, sexual pressure.

Cyber: unwanted messages, contact via internet sources, telephone and playstations.

AIMS

- To ensure that all staff, Local Academy Committee members, pupils and parents/carers understand the nature of bullying issues and implement the principles of this policy.
- To develop an ethos of a 'telling' school when incidents occur.



- To continue to implement the procedures for incident management outlined in the Pupil Development, Behaviour and Well-Being Policy.
- To continue to tackle bullying issues via the school curriculum.

EDUCATING THE PUPILS ABOUT BULLYING

This policy will be made clear to the pupils in their PHSE lessons and will be reinforced through departmental schemes of work and whole school assemblies.

Through the curriculum pupils will be given opportunities to develop behaviours and attitudes that empower them to combat bullying behaviours e.g:

- Making friends
- Social skills
- Play skills
- Assertive behaviour
- Saying 'no' or 'stop'
- Positive body language

At Kingswode Hoe School, we favour a system of repair and rebuild in response to inappropriate behaviour wherever possible. This helps the pupil to better understand how they are responsible for their behaviour and what happens next. This also empowers the victim of any incident to feel that they have control and can voice their thoughts and feelings in a safe, supported environment if this is something they feel strong enough to do.

IDENTIFICATION OF POTENTIAL BULLYING SITUATIONS

All staff will be encouraged to anticipate where there are risk areas for bullying incidents, key places such as corridors, toilets, dinner queues, playground areas, changing rooms, will be carefully monitored by staff at key times of the day such as lunchtimes, break times and lesson change overs. Staff on duty at key times will check these areas regularly during the course of the break.

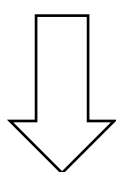
PROCEDURES

This policy is run in conjunction with the Pupil Development, Behaviour and Well-Being Policy. Incidents should be managed with all incidents logged on My Concern and any written incident reports given to the Deputy Head of School. The incident log will be monitored by the Deputy Head of School each week.

MODEL PROCEDURE FOR BULLYING INCIDENTS

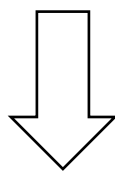
Identification of Incident and Participants

Assess nature of incident



Ordinary Incident

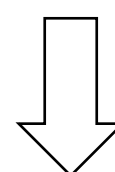
Complete negative behaviour slip on SiMS.



Bullying Incident

- Complete report on My Concern
- Inform class tutor and Head of Key Stage
- Head of Key Stage liaises with victim and bully(ies), support/sanctions given
- Parental contact made by appropriate member of staff
- Concerns reported to Deputy Head of School
- Situation and trends monitored by Deputy Head of School
- Follow up work/individual support will be provided if necessary
- A repair and rebuild meeting between victim and bully(ies) may be necessary.

Further sanctions such as a parental meeting or formal exclusion may be necessary if the bullying behaviour continues.



Bullying concerns

If there are any concerns regarding individuals that are not specifically incident related:

e.g. victims of group intimidation, systematic name calling, verbal abuse, the same procedure must be followed.