

# **Kings International College for Business & the Arts**

## **ANTI-BULLYING POLICY**

### **Rationale and Purpose**

This College believes that every student has the right to enjoy his/her learning and leisure, free from intimidation and fear, both in the school and in the surrounding community.

At Kings International College, in line with Every Child Matters, we aim to provide a safe, caring and friendly environment for all our students to allow them learn effectively, improve their life chances and help them maximise their potential.

We would expect students to feel safe in College, including that they understand the issues relating to personal safety, such as bullying and that they feel confident to seek support from College should they feel unsafe.

### **Policy Development**

This policy was formulated in consultation with the whole College community with input from

Members of staff, governors, parents/carers, students, and other partners including visiting external providers in College and external providers off site.

Students contribute to the development of the policy through the College Student Voice, tutor time discussions, interactive assemblies, curriculum enhancement days and enrichment activities as well as PDP (Personal Development Programme).

The College Student Voice will develop a student friendly version to be displayed in classrooms and a revised version will be included in student planners.

Parents will be encouraged to contribute by viewing the document on line or through the College website, and give feedback during parent meetings, student review days, parent focus groups etc.

### **Roles and responsibilities**

**The Head of College** has overall responsibility for the policy and its implementation and liaising with the governing body, parents /carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Anti-bullying Coordinator in our College is: Ms L Moore, Vice Principal, Pastoral.

Her responsibilities are, with support from the Behaviour and Referral Manager, and the Family Links Worker.

- Policy development and review involving students, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents using the electronic behaviour management system.
- Assessing and coordinating training and support for staff and parents/carers where appropriate

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- Coordinating strategies for preventing bullying behaviour

The Chair of Governors is the nominated Governor with the responsibility for Anti- bullying (Behaviour)

### **Definition of Bullying**

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'

*Safe to Learn: embedding anti bullying work in Colleges (2007).*

How does bullying differ from teasing/ falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual harassment, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying- inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and student's bullied?

Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation

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- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual harassment/ bullying.

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- students
- students and staff
- between staff
- individuals or groups

### **Reporting and responding to bullying**

Our College has clear and well publicized systems to report bullying for the whole College community (including staff, parents/carers, children and student's) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

#### **Systems for reporting incidents of bullying:**

Students in College:

**Should you or your friends be on the receiving end** of this unkindness you **MUST** tell someone, and then something can be done about it. Do not attempt to fight back or be equally nasty, this can only make matters worse. You can tell any person you feel able to talk to who will then take action. If you keep it to yourself nobody will know or be able to help you, so remember, IT'S OK TO TELL!

**If you are the sort of person who is unkind to others** rest assured that your anti-social behaviour will not be tolerated and appropriate action will be taken. It is our policy to inform parents when bullying occurs, in or out of school.

We expect you all to be responsible members of the community and

- to apologise when in the wrong
- to make amends where possible
- to suggest ways of avoiding future problems
- to accept responsibility for your own actions

**With your help we can make Kings International College a bully-free College.**

#### **Parents/carers:**

If you have reason to believe that your child or someone else is being bullied at Kings International College, please contact the Vice Principal, Pastoral as soon as possible. All information shared will be treated in the strictest confidence, and we at Kings welcome such involvement as part of a caring and sharing community.

#### **Staff and visitors:**

Any member of staff who witnesses the bullying of a student or staff member should report it immediately to the Vice Principal, Pastoral.

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### **Bystanders:**

**We say to everyone** - do not become an onlooker in a bullying situation (by watching you are encouraging the bully).

- do not let your friends 'gang up' on other people. You will be respected if you speak out on this and if not, were they your friends in the first place?

### **Procedures**

All reported incidents will be taken seriously and investigated involving all parties.

The steps that the College will take may include;

- Interviewing all parties
- Informing parents and arranging support if appropriate.
- A range of responses appropriate to the situation : - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate
- The Behaviour policy sets out very clearly what College sanctions will be put in place and how these may be applied including what actions may be taken if bullying persists.
- Follow up especially keeping in touch with the person who reported the situation, parents/carers
- Support for the victim and the bully.
- Recording of all incidents on the electronic behaviour management system

### **Recording bullying and evaluating the policy**

All bullying incidents will be recorded on the electronic behaviour management system and the College incident form by the member of staff who deals with the incident. Severe cases must be reported directly to the Vice Principal, Pastoral in the first instance

The College witness/victim form may be obtained from the Referral room or student reception.

The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in College and development of the policy.

This information will be presented to the governors as part of the annual report.

The policy will be reviewed and updated every three years.

### **Strategies for preventing bullying**

As part of our on going commitment to the safety and welfare of our students we at Kings International College have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

Strategies delivered across the curriculum and across the whole College include:

- Involvement in Healthy Schools

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- Anti- Bullying week annually in November and continued raised awareness throughout the rest of the year.
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyber bullying and internet safety.
- Student Voice
- Parent support groups/student support groups
- Peer mentoring schemes
- Behaviour Role Models
- New student buddying
- Parent information events/ information
- Staff training and development for all staff
- Restorative Justice
- Counselling and/or Mediation schemes
- Future development of SEAL across the College.

### **Links with other policies**

Behaviour Policy

Safeguarding & Child Protection Policy

ICT acceptable Use Policy- Cyber bullying and internet safety

Equalities Policies- Race, Gender

PSHE and Citizenship Policy

### **Reference Documents and Related Policy/Guidance**

National Documents

- Safe to Learn- DCSF Guidelines
  - Embedding anti-bullying work in Colleges – DCSF-00656-2007
  - Homophobic bullying – DCSF – 00668-2007
  - Cyberbullying – DCSF – 00658-2007
  - Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008

[www.teachernet.gov.uk/publications](http://www.teachernet.gov.uk/publications)

- Cyber bullying- supporting College staff – [www.teachernet.gov.uk/publications](http://www.teachernet.gov.uk/publications)
- Cyber bullying- A whole –College community issue-  
[www.teachernet.gov.uk/publications](http://www.teachernet.gov.uk/publications)