

SCHOOL OPERATING POLICY



ANTI-BULLYING POLICY

Anti-Bullying

Kelvin Hall School acknowledges bullying can occur and students must be supported by tackling the bullying as soon as reported or awareness arises.

Staff should refer all bullying issues to the Pastoral Year Leaders/Behaviour Support Officers.

Kelvin Hall School adopts a zero tolerance approach to bullying. In order to tackle bullying issues, however, we need to know about them.

A member of staff will be available throughout the day to deal with bullying incidents. Students and parents/carers can report bullying incidents directly to Pastoral Year Leaders/Behaviour Support Officers either by visiting the school or by telephone.

If students are to report bullying incidents they need to feel confident that they will be dealt with effectively.

We therefore ensure that when an investigation indicates that bullying has taken place we will:

- Investigate all reported bullying incidents
- With the victim and members of staff decide which strategies to use to address each individual case
- Notify parents/carers of both the victim and the bully of the incident/s by letter/phone and inform them of the strategies adopted to address the problem
- Have all the details of any incidents the bully has been involved in recorded on their Behaviour Management Log
- If the bullying is repeated, ensure the bully attends a meeting with their parents/carers. There may be an exclusion from school for repeated bullying
- Send to the Local Authority Education Information about incidents of racial bullying and record this on the school racism register

What is Bullying?

Bullying is a “wilful, conscious desire to hurt, threaten or frighten someone over a period of time. Bullying results in pain and distress to the victim”. Bullying can be:

- Physical harm – pushing, kicking, punching, pinching, any form of violence;
- Verbal abuse – name-calling, sarcasm, spreading rumours, persistent teasing;
- Cyber bullying – sending harmful or cruel text or images using any area of the internet or mobile phones;
- Emotional abuse – tormenting, making fun of someone, humiliation, isolation by groups of students from groups or activities, destroying or spoiling work, dirty looks, spreading rumours, demanding money;
- Homophobic abuse – unwanted physical contact, abusive comments, particularly related to sexuality
- Sexual abuse – unwanted physical contact, abusive comments, particularly of an inappropriate sexual nature;
- Racial abuse – racial taunts or “jokes”, graffiti, gestures, making fun of customs, music, accents, refusing to work with someone of a different cultural background.

Bullying is often a series of apparently minor incidents. Tackling these minor incidents will reduce the occurrence of more major or persistent bullying. Minor incidents may include:

- Name calling;
- Looks;
- “Borrowing” equipment
- One student intimidating another in order to copy homework;
- Spoiling another student’s work;
- Pushing in at the dinner queue
- Groups of students isolating another by not letting him or her join in;
- Forcing students to give up their place at a computer.

Signs and Symptoms

There are a number of possible signs and behaviours which might indicate a student is being bullied:

- Withdrawn, isolated behaviour;
- Unwillingness to come to School;
- Stops eating;
- Is afraid to use the internet or mobile phone;
- Complaining about missing possessions;
- Begins to truant;
- Feels ill in the morning;
- School work begins to deteriorate;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other students;
- Refusal to talk about the problem;
- Easily distressed;
- Damaged or incomplete work;
- Refusing to work in a group or with another student.

Whatever the intensity of the bullying, staff should intervene. All staff should be vigilant at all times. Every incident, however minor it may seem, is crucial for the student involved. Non-intervention condones the bullying.

In order to monitor the effectiveness of the Anti-bullying policy, Pastoral Year Leaders/Behaviour Support Officers will keep records of all bullying incidents.

Support strategies to reduce bullying include:

- Restorative Practice Circles
- Peer Mentors
- Restorative Practice Counsellors
- Adult Mediation

Restorative Practice Circles of Support

- Are used with tutor groups/classes/other student groups to build relationships.
- Improve the level of acceptance and inclusion of the students
- Help students make friends inside and outside the circle
- Increase insight into the student's feelings and behaviour

Friendship Groups

These sessions are offered to pupils who require help and support with their inter-personal skills. These sessions have been found to help build a child's self-esteem and confidence.

Peer Mentors

Peer Mentors are selected student volunteers who befriend peers in need of extra support.

Peer Mentors offer the following:

- Help with emotional/social problems
- Help with making friends
- Access to lunchtime/after school social clubs

Situations which are not resolved this way, or are of a more serious nature will first be referred for adult mediation and if necessary will be referred on to Pastoral Year Leaders/Behaviour Support Officers or other senior staff.

Adult Mediation

Pastoral Year Leaders/Behaviour Support Officers are trained members of staff who act as mediators.

Their aim is to work with victims and bullies to establish ground rules to enable them to co-exist successfully in school.