



Anti-Bullying Policy

**THE FEDERATED GOVERNING BODY OF
DANE COURT GRAMMAR SCHOOL AND
KING ETHELBERT SCHOOL**

Signed by: _____ **Date:** _____

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Agreed: January 2020

To be reviewed: January 2021

Dane Court Grammar School and King Ethelbert School Anti Bullying Policy

Rationale

Bullying is anti-social behaviour and is not tolerated at Dane Court and King Ethelbert School. It is recognised, however, that some students will encounter bullying of some form. The aim of the anti-bullying policy is to ensure that students at Dane Court and King Ethelbert learn in a supportive and safe environment without fear of being bullied. This policy provides a framework and a procedure for the effective handling of bullying.

Procedures for dealing with bullying must not compromise or pre-empt the right of a student and his/her parents to make a direct complaint to the police. In the case of serious injury the police will always be informed.

We do recognise that each situation will be individual and application of the policy may vary on occasions.

The Coastal Academies Trust believes:

- That all students have the right to attend school and not be afraid
- That all students should feel happy and safe at school
- That all students should be able to trust the staff to act when they are informed about an incident of bullying.
- That all students should know the school policy on bullying
- That parents should be able to raise their concerns about bullying
- That staff and students should respect each other and treat each other with kindness and courtesy
- That ethos and curriculum should reflect these beliefs
- That anti-bullying procedure and the penalties for bullying should be made clear to **all students, parents, staff and governors**
- Bullies are often unhappy people and this school will support them in every way it can and try to stop them bullying

Definition:

“Aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms’ (OFSTED)

Bullying is therefore, the **repeated** intimidation of a victim that is intentionally carried out by a more powerful person or group in order to cause physical and/or emotional hurt. Bullying can range from **verbal abuse**, such as text messages, threats, name calling (to include the use of online/ social media platforms) etc. to **physical abuse** such as deliberate jostling, theft or damage to property, or bodily harm etc. to **manipulative bullying** such as excluding, ostracising, malicious accusations etc.

It is important to note that actions taken outside of the school day would also be included in our definition of bullying.

It can constitute a criminal offence. It is a denial of human rights and equal opportunities.

The list below provides some examples of specific actions that can be considered to be bullying.

1.	Emotional	Being unfriendly, excluding, tormenting eg. hiding books, threatening gestures, intimidation and harassment
2.	Physical Abuse	Pushing, kicking, hitting, punching or any use of violence
3.	Racist	Racial taunts, graffiti, gestures, online comments.
4.	Sexual	Unwanted physical contact or sexually abusive comments.
5.	Homophobic	Because of, or focusing on the issue of sexuality.
6.	Verbal	Name-calling, sarcasm, spreading rumours, teasing, gender abuse, about disability.
7.	Cyber	All areas of internet, such as email, social network sites, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities.

Purpose of Policy

- To ensure that parents, students and staff of the school are in no doubt that bullying will not be tolerated. The procedures will be communicated to families on entry to Dane Court and King Ethelbert School.
- To ensure that students and staff work in a safe and caring environment which encourages maximum academic and social learning to take place.
- To provide a framework for investigation that encourages all people involved to recognise their responsibilities to each individual student.

Guidelines

Dane Court and King Ethelbert School follows a set procedure in an attempt to address any incident of reported bullying.

Any student who has knowledge of an incident of bullying must tell someone about it. This could be:

- Form tutor or any other member of staff
- The people with whom they live
- A friend
- Another student they can trust
- Peer members
- Pastoral Office
- DSL (name)

Bullying must never be kept a secret

Teaching and support staff must be vigilant in class and around the school. Any student who feels threatened for any reason must be listened to, taken seriously and given support.

Pastoral teams monitor and review cases of bullying.

The consequences of bullying and anti-social behaviour feature within assemblies and the PSHE programme

Objectives

- Within the curriculum the school will raise the awareness of the nature of bullying by its inclusion in Citizenship, form time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.
- Students will be confident in the knowledge that they will be listened to.
- Matters relating to bullying will be dealt with promptly. Evaluation of the incident will continue until it has been resolved.
- Procedures and sanctions for dealing with bullying are clear and applied appropriately.

- Procedures will aim to support all parties involved.
- The policy to be kept alive through widely communicating, referring to it regularly and constant evaluation.

Procedures for dealing with bullying

As a Trust we do recognise that each situation will be individual and application of the policy may vary on occasions. For instance, when an incident is minor, or sometimes on the first occasion of bullying, it may be deemed adequate to get all parties together in order to resolve the situation amicably. If however, this approach does not work we will revert to the use of the procedures outlined below.

1. Because of the seriousness of bullying the Form Tutor/member of staff will report cases to the Head of Year.
2. The student and any witnesses will be interviewed and will also record the events in writing.
3. The bully/ies will be interviewed and events will be recorded in writing. If there are a number of bullies involved, they will be interviewed both separately and together, but they will be kept apart whilst they write their own account of what took place.
4. The interviews with all parties will be recorded.
5. In the event of a complaint being upheld the parents, carers of the bully may be invited in, and the bully/ies will be interviewed in their presence and left in no doubt as to the effects of bullying, and the school policy on bullying. They will be warned that sanctions will be applied in the case of any recurrence of the bullying.
6. Repetitions of bullying, or repercussions from previous incidents will be dealt with promptly and firmly by the school.
7. The Head of Year will explore appropriate avenues through which provision can be made to help the victim and the bully. The Head of Year will advise all students on how to deal with bullying
8. In the case of a complaint not being resolved to the satisfaction of all the parties concerned, the student/s and the parent/carer/s will be advised of other avenues available to them.

Support and training

Advice and support will be made available, as well as curriculum support and materials. Help is also given to staff that deal directly with parents.

It is important to include duty staff, TAs, Peer Mentors and other support staff in training.

Conclusion:

- At Dane Court and King Ethelbert School we all work together to make school a happy, safe place to be.
- We do not accept bullying in any form.
- Reported bullying behaviour is always dealt with as a matter of high priority.