



Anti-Bullying Policy

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“Every Child, Every Lesson, Every Day”

Written by Deputy Headteacher in consultation with AHT i/c Welfare

Anti-Bullying Policy

Objectives of this Policy

This policy outlines what Aylesford School – Sports College will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no type of bullying, including between adults or adults and children and young people will be tolerated.

Our school community:

- discusses, monitors and reviews our anti-bullying policy and practice on a regular basis
- supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly
- ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy
- reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

Definition of bullying

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, November 2014)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Bullying will not be tolerated at Aylesford School - Sports College and it is everybody’s responsibility to prevent it happening. Every Aylesford School - Sports College student has the right to expect the help and support of an adult. If bullying is experienced, they should feel confident to be able to report this to any

adult and to know that the School will react firmly and promptly when bullying is identified.

Dealing with bullying in school matters because:

- bullying makes students unhappy
- students who are being bullied will not concentrate on their schoolwork or may absent themselves from school
- students who see unchallenged behaviour may copy it
- every student at Aylesford School - Sports College should feel valued

Preventing, identifying and responding to bullying

The school community will:

- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all
- work with staff and outside agencies to identify all forms of prejudice-driven bullying
- actively provide systematic opportunities to develop students' social and emotional skills, including their resilience
- provide a range of approaches for students, staff and parents/carers to access support and report concerns
- challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others
- consider all opportunities for addressing bullying in all forms throughout the curriculum and provide support through a range of approaches such as through displays, assemblies, peer support and the school/student council.
- regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour
- train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, and to follow the school policy and procedures (with regard to recording and reporting incidents)
- proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring
- actively create "safe spaces" for vulnerable children and young people.
- use a variety of techniques to resolve the issues between those who bully and those who have been bullied
- work with other agencies and the wider school community to prevent and tackle concerns
- celebrate success and achievements to promote and build a positive school ethos

- be encouraged to use social media responsibly

Involvement of pupils

We will:

- regularly canvas children and young people's views on the extent and nature of bullying
- ensure that all students know how to express worries and anxieties about bullying
- ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying
- involve students in anti-bullying campaigns in schools and embed messages in the wider school curriculum
- publicise the details of help lines and websites
- offer support to students who have been bullied and to those who are bullying in order to address the problems they have

Liaison with parents and carers

We will:

- make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats
- ensure that all parents/carers know who to contact if they are worried about bullying
- ensure all parents/carers know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner
- ensure all parents/carers know where to access independent advice about bullying
- work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying
- ensure that parents work with the school to role model positive behaviour for students, both on and offline

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including (but not exclusively):

- Behaviour Policy
- Complaints Policy
- Child Protection Policy
- Confidentiality Policy
- Online Safety Policy
- Curriculum policies such as PSHE
- Searching and Confiscation Policy

Dealing with Incidents

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear and precise account of the incident will be recorded and given to the head teacher and/or designated lead
- a member of staff will interview all concerned and will record the incident
- teachers/mentors will be kept informed
- when responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and if necessary contacting the service provider and the police. The police will need to be involved to enable the service provider to look into the data of another user
- if content posted online is offensive or inappropriate, and the person or people responsible are known, then the school will ensure that they understand why the material is unacceptable or offensive and will request that they remove it
- where the bullying takes place outside of the school site, where possible the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour policy
- parents/carers will be kept informed
- sanctions will be used as appropriate and in consultation with all parties concerned
- if necessary and appropriate, the police or other local services will be consulted

Supporting Students

The school will support students who have been bullied by:

- offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate
- reassuring the student and providing continuous support

- restoring self-esteem and confidence
- working with the wider community and local/national organisations to provide further or specialist advice and guidance

The school will help students who have bullied by:

- discussing what happened and establishing the concern and the need to change
- informing parents/carers to help change the attitude and behaviour of the child
- providing appropriate education and support
- requesting that any online content be removed and reporting the account/content to the service provider
- sanctioning in line with school behavior policy. This may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), fixed-term and permanent exclusions.
- speaking with police or local services

Supporting Adults

The school will support adults (staff and parents) who have been bullied or affected by:

- offering an immediate opportunity to discuss the concern with the designed lead member of staff and/or a senior member of staff/headteacher
- advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Ensuring that where the bullying takes place outside of the school site the concern is investigated and that appropriate action is taken in accordance with the schools behaviour policy
- reassuring and offering appropriate support
- working with the wider community and local/national organisations to provide further or specialist advice and guidance

The school will help adults (staff and parents) who have bullied by:

- discussing what happened with a senior member of staff and establishing the concern

- clarifying the school's official procedures for complaints or concerns
- requesting any content be removed and reporting account/content to service provider
- instigating disciplinary, civil or legal action

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" November 2014:
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health":
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk

- Mencap: www.mencap.org.uk
- DfE: SEND code of practice:
<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>
- Racism and Hate
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational