

**KING HENRY VIII
SCHOOL**



**Bullying Prevention
Policy**

King Henry VII School
Bullying Prevention Policy

Rationale

King Henry VIII School aspires to provide a caring and safe environment for all our pupils. Where bullying does occur, it is dealt with in an effective and consistent approach.

Definition

Bullying can be defined as:

'A persistent, deliberate attempt to hurt or humiliate someone and often involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional and/or physical harm to another person or group of people'.

Monmouthshire's Children and Young People's Partnership

Isolated incidents of hurtful behaviour, losing arguments or falling out between individuals of equal power should not be seen as bullying.

Nature of Bullying

Bullying can take many forms including:

Physical - Examples may include:

- Kicking or hitting
- Poking, pushing or spitting
- Other forms of physical assault
- Intimidating behaviour
- Interference with personal property

Verbal/Psychological - Examples may include:

- Threats or taunts
- Shunning/ostracism
- Name calling/verbal abuse
- Innuendo
- Making inappropriate comments about appearance

- Extortion

Socio-Economic Status - Examples may include:

- Negative stereotyping, name calling or ridiculing based on financial circumstances

Sexist - Examples may include:

- Use of sexist language
- Negative stereotyping based on gender

Sexual - Examples may include:

- Unwanted/inappropriate physical contact
- Sexual innuendo
- Suggestive gestures
- Distribution/display of pornographic material aimed at an individual
- Graffiti with sexual content

Homophobic - Examples may include:

- Name calling, innuendo or negative stereotyping based on sexual orientation
- Use of homophobic language

Faith-based - Examples may include:

- Negative stereotyping, name calling or ridiculing based on religion

SEN/Disability - Examples may include:

- Name calling, innuendo or negative stereotyping based on disability or learning difficulties
- Excluding from activity on the basis of disability or learning difficulties

Gifted/Talented

- Name calling, innuendo or negative stereotyping based on ability or effort
- Ostracism resulting from perceptions of high levels of ability

Cyber

- Abuse on line or via text messaging
- Interfering with electronic files or email accounts
- Setting up or promoting inappropriate websites
- Inappropriate sharing of images

Racist

- Physical, verbal, written, online, text abuse or ridicule based on race, colour, ethnicity, nationality, culture or language
- Refusal to cooperate with others based on the above differences
- Stereotyping based on the above differences

- Promoting offensive materials

Context

Monmouthshire County Council, in partnership with other agencies and young people, launched its 'Bullying Prevention Strategy' in December 2010. This strategy was created following a pupil survey conducted by Cordis Bright. King Henry is committed to employing the guidance outlined in the strategy.

Statutory Requirements

Headteachers and Governing Bodies must, by law, have a policy to prevent all forms of bullying among pupils. Challenging bullying effectively will improve the safety and happiness of pupils, show that the setting cares and make clear to bullies that such behaviour is unacceptable. (Respecting Others: Anti-Bullying Guidance 2003)

Section 28(2) of the Children Act 2004, states that key bodies must make arrangements to ensure that:

- a) their functions are discharged having to the need to safeguard and promote the welfare of children
- b) the services they contract out to others are provided having regard to this need.

These safeguarding requirements should be implemented to ensure the well being of any child or young person that they have contact with.

Aims

- To encourage the development of an environment and a climate in which young people feel safe and valued
- To raise awareness of bullying and bullying prevention
- To implement preventative measures
- To encourage a 'telling' culture where young people feel confident to report incidents of bullying
- To create a consistent approach to bullying with a clear hierarchy of sanctions/responses to bullying incidents

This policy acknowledges that bullying can take place at all levels between pupils, between staff and pupils, between members of staff, between management and staff and between parents and staff. The policies and procedures in this document are relevant to the whole setting community. The setting will endeavour to support both adults and children who become involved in or are affected by bullying.

Links with other Policy Statements

Other policies refer to bullying and should be read in conjunction with this policy statement. These might include:

- PSE
- Child Protection
- Equal Opportunities and Race Discrimination

Delivery of Bullying Prevention

- a) Raising Awareness through the Curriculum – the PSE curriculum, in particular provides opportunity to promote awareness of anti-bullying strategies, whilst encouraging structured enquires into the nature and causes of bullying. This helps to increase understanding for victims and to build an anti-bullying ethos. In addition it teaches pupils how to manage their relationships with each other. Other areas of the curriculum may include English, History, Religious Education and Drama.
- b) Promote positive relationships and mutual respect through assemblies and thoughts for the day during tutor time.
- c) Anti-Bullying Charter is published in school planners.
- d) Encourage open discussions about concerns via the schools pastoral system and the Peer Active Listening Service (PALS)
- e) Open dialogue with home.
- f) Staff have a high profile in duty areas at the start and end of the day, aswell as break times.
- g) Pupils are made aware support services via assemblies, lessons and the Pupil Support Board.

Management of Incidents

The school is committed to dealing with incidents of bullying by adopting a fair and consistent approach. A number of strategies and sanctions could be employed depending on the nature of the individual incident. These strategies/sanctions could include:

- Additional work
- Detention
- Isolation
- Parental meetings
- Student Assistance Programmes
- Counselling and mentoring
- Internal exclusion
- Peer support
- Restorative Justice principles
- Fixed Term exclusions

Incidents that occur outside of the normal school setting e.g. on the bus to school, will be investigated and where appropriate, dealt with as outlined above. Where incidents occur outside the normal jurisdiction of the school, staff will support any police involvement that may be deemed necessary.

Through a commitment to the professional development of staff, King Henry is constantly updating and piloting new procedures and strategies.

Monitoring, evaluating and reviewing the policy

The policy will be monitored and evaluated by pupils and parents through a bi-annual survey. Discussions and feedback will also be raised through the school council and the PALS meeting.

The policy will be reviewed with pupils, staff and governors annually.