

Anti-Bullying Policy



www.kaa.org.uk

Last reviewed **August 2021**

KAA Mission Statement

INTREPIDUS

(adj.)

Definitions: Undaunted, fearless, bold

KAA has at its core the pursuit of the very highest standards in education, both inside the classroom and beyond it. We believe all children can exceed their expectations, no matter what their prior attainment and experiences. At our school no child will be labelled; we will treat them all as intelligent and individual. Through our ethos, our extended curriculum and our entrepreneurial approach we will develop students into confident, rounded individuals, equipped for anything that life throws at them. Our motto – INTREPIDUS – will help us to realise our ambition.

As KAA staff we aim to:

- Create a culture of high aspirations, high motivation and high achievement for all
 - Build a strong community based on fairness and personal responsibility
 - Welcome, value and respect all who come in the school
- Be reflective and committed to our ongoing development as teachers and leaders, in our continuous strive for excellence
 - Promote positive dialogue and partnership with our community

Our four core values are:



We know that they will guide our work to create an outstanding academy which can transform the lives of our students.

Anti-Bullying Policy & Procedures

Our mission statement makes clear the entitlement of all in the academy to be equally valued and respected and the responsibility of all to show understanding and respect for others. In the light of this, bullying in any form has no place in KAA and will not be tolerated.

Overview

It is very important to be clear about what is, and is not, bullying. There are many definitions and perceptions of bullying, but all recognise that bullying is **sustained** and takes place where there is an imbalance of power.

Two useful and comprehensive definitions are:

- A bully is an individual who tends to torment others either through verbal harassment or physical assaults, or through subtle methods of coercion.
- Bullying is the **repeated** intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted (cyber bullying), or emotional abuse, or through attacks on the property of another. It may include, but not be limited to, actions such as verbal taunts, name-calling and put-downs, including ethnically-based or gender-based verbal putdowns, and extortion of money or possessions.

Behaviour Expectations

The academy behaviour policy, which can be found on our website, is clear on student expectations. The section regarding social media outlines our stance towards appropriate usage and associated sanctions.

Specific Issues Explained

Cyber bullying is bullying through the use of communication technology like mobile phone text messages, social media apps, e-mails or websites. This can take many forms, for example:

- Sending threatening or abusive text/instant messages or e-mails, personally or anonymously.
- Making insulting comments about someone on a website, social networking site (e.g. Facebook, Instagram and snapchat) or online (blog or YouTube).
- Making or sharing derogatory, inflammatory or embarrassing videos of someone via mobile phone or email (such as 'Happy Slapping' videos or physical/verbal assaults).

'Sexting' is the sending and receiving of sexually inappropriate images or messages, using a mobile phone or the internet. It is illegal for children under the age of 16 to do this and will be referred to both the police and social care. An investigation will be undertaken and appropriate action taken.

It is illegal for a student to retain a sexually inappropriate image of another student and show it to other students. Again, this will result in a referral to the police and social care. It is likely that any student doing this will be excluded for a fixed period. Inference of such images existing, without appropriate proof, will also be sanctioned by the academy.

Ethos

It is important we establish very clear guidance and responses to bullying, to ensure a safe and inclusive environment for all staff and students. No decision is taken without due care and consideration and without a comprehensive investigation.

Our aims and objectives in relation to bullying are to:

- Ensure all students, teachers and parents know that bullying will not be tolerated.
- Ensure clarity and agreement about what is and is not bullying.
- Ensure whole school awareness of the rights and responsibilities of all students with regard to bullying.
- Involve all members of the school, staff and students in helping to prevent bullying and to confront it when it occurs.
- Encourage students to report instances of bullying.
- Ensure that all students, parents and staff know what preventative steps the school takes and how these are implemented.
- Ensure all students, staff and parents know the procedure to follow when bullying occurs.

In dealing with bullying we aim to:

- Eliminate the bullying itself.
- Support the victim by resolving the problem and by building up his/her self-esteem and where appropriate developing strategies to avoid bullying.
- Bring the perpetrator to realise the unacceptability of his/her behaviour and the consequences should it continue.
- Investigate the cause of the bullying behaviour and where appropriate work with him/her to modify his/her behaviour.
- Reconcile the perpetrator and the victim (RC).

We pre-empt and respond to bullying in a variety of ways:

- All year groups are taken through anti bullying procedures in their induction during form time activities and year assemblies.
- **Mid-phase transfer students** are given an induction in student support mechanisms via a learning mentor. A peer buddy is assigned and the student behaviour expectations are explained.
- **Anti-Bullying Ambassadors** will be established through an application process. This group in conjunction with the DOLs will work to raise awareness and to form support groups. They will also be externally trained.

Assemblies will be delivered to the students to highlight the issues. These assemblies focus on:

- Clarifying and defining what is and is not bullying, raising awareness of the difference between disputes, endings of friendships and bullying behaviour.
- Cyber bullying as part of safety.
- Encouraging zero tolerance of bullying behaviour, encouraging a sense of social responsibility and the courage to speak out when necessary, and ensuring students know what they can do if they or someone else is being bullied.

Tutor time and house meetings will be used to discuss further what is and is not bullying, and what students feel could or should be done. Work and ideas emanating from these lessons will be fed into the system to inform and add to the strategies already being used. Staff will be trained in **restorative justice** techniques to ensure that issues of bullying can be properly aired and addressed within the lessons. We will also focus on the positive nature of 'Intrepidus' and of course what our core value of **citizenship** means in all situations.

Ways to report bullying:

- Anti-Bullying Box
- Place2Be/Place2Talk box and 'drop in' sessions at break and lunch time
- LGBTQ box to report anything relating to sexuality and gender discrimination
- Email bullying@kaa.org.uk and e-safety button on KAA Online
- Anti-Bullying Ambassadors, recognisable by their badges. These students are trained and work with supporting victims of bullying
- The Student Council will be consulted on anti-bullying policy and strategies. As the 'voice of the students', the Student Council which is led by the Chair, will support the eradication of bullying incidents and devise strategies for supporting those who feel affected.

Key pastoral staff will always mediate between the perpetrator and the victim, where appropriate. The victim will be encouraged to tell the perpetrator how the actions made them feel. The perpetrator will be given an opportunity to apologise and agreed action steps will be implemented.

All of the above reporting systems are checked by the Directors of Learning and SLT.

Record keeping

Incidents of bullying are recorded on SIMS by the member of staff investigating the incidents. Serious concerns about bullying will result in the parents of the student being invited into school to meet with the Director of Learning and/or SLT.

Students who feel they are being bullied will be asked to keep a detailed record of incidents.

Sanctions

The varying nature and varying degrees of bullying require a range of responses and a range of sanctions. Academy sanctions are described in detail in the academy behaviour policy.

Anyone who bullies someone – in any way – will be seen and spoken to about this by their Director of Learning / SLT.

In appropriate cases, (and particularly, though not exclusively, where the perpetrators do not attend the school and the bullying occurs elsewhere), the police liaison officer is involved, to advise the victim on what steps can be taken. Where the perpetrator is part of the school he/she would stress the seriousness of the matter and the possible consequences if it were to continue.

In the cases of a first and minor incident an informal warning from a Director of Learning may be sufficient. This would be recorded as a detention for bullying on SIMS.

Where a student is found to persist in acts of bullying, despite warning, it may be necessary for the student to be removed from lessons and sent to Internal Exclusion for a fixed period and complete a detention. In certain circumstances, it may be necessary to recommend a fixed term exclusion (FTE) to the Principal. A FTE might also be given even if there have not been previously recorded warnings if the seriousness of the bullying warrants it.

As a last resort, or in extremely serious cases, permanent exclusion (PEX) would be considered.

Teacher Guide



React – Don't ignore what you have seen or heard. It could be historic and/or an on-going issue. Question the student(s) and don't dismiss as playful/banter if you are concerned.

Report – Email the Director of Learning and Form Tutor as soon as possible with the following: "Today there was a bullying incident, I have updated SIMS"

Record – Log details on SIMS. Be clear and only bullet point the facts. Free of emotion. List name(s) of students involved – including witnesses; this is helpful when tracking bullying trends.

Return – This does not have to be immediate and/or just once. Find the student and check in with them. Ask if there's been any further incidents of bullying. The 'return' stage is imperative in tackling bullying.

Student Guide



Report – Don't ignore what you have seen or heard. It could be historic and/or and on-going issue. Report it by:

- Emailing bullying@kaa.org.uk
- Speaking to an Anti-Bullying Ambassador
- Speaking/emailing a teacher
- Anti-Bullying Box in the KS3 library

Support – There is nothing worse than feeling alone or that everyone is 'talking about you' or 'ignoring you' or that you 'you don't have friends'. Put yourself in their shoes. Now you have reported it – support this person by including them in your conversations at break and lunch, making them feel comfortable and listened to. Looking out for someone is a special thing and they will remember you for it when they are adults many years later.

Return – Return to the issue. Check in on your friend/person you witnessed being bullied. This doesn't have to be once. This isn't the same as the support stage as this is directly asking the person about the bullying incident you reported and checking it has stopped.

An example of an Anti-Bullying Week at Kensington Aldridge Academy				
Monday	Tuesday	Wednesday	Thursday	Friday
Focus: Racism	Focus: Homophobia	Focus: Cyber Bullying	Focus: Religious Equality	Focus: Appearance
Morning Assembly Angelou 'Being you'	Morning Assembly Franklin 'Being you'	Morning Assembly Honeyball 'Being you'	Morning Assembly Pankhurst 'Being you'	Morning Reading
Tutor Time: Year 7 Assembly - Theatre 'Being a by-stander bully' Tutor Time resources	Tutor Time: Year 8 Assembly - Theatre 'You lose control online' Tutor Time resources	Tutor Time Year 12 - Theatre 'You lose control online' Tutor Time resources	Period 1: PSHE Activities and Quiz Anti-Bullying Contract Tutor Time: What is an Anti-Bullying Mentor and how can you apply?	Tutor Time: Tutor Time resources

Activity: Library Anti Bullying Stall with resources, posters and students supporting – focused on the theme of the day. Set up by 'Day Managers'. Learning Mentor Team/ Place2Be Open Door Sessions <i>* KAA Screens every day: 2 Slides outlining the day's focus.</i>	Activity: Library Anti Bullying Stall with resources, posters and students supporting – focused on the theme of the day. Set up by 'Day Managers'. Learning Mentor Team/ Place2Be Open Door Sessions	Activity: Library Anti Bullying Stall with resources, posters and students supporting - focused on the theme of the day. Set up by 'Day Managers'. Learning Mentor Team Open Door Sessions	Activity: Library Anti Bullying Stall with resources, posters and students supporting - focused on the theme of the day. Set up by 'Day Managers'. Learning Mentor Team Open Door Sessions	Activity: Library Anti Bullying Stall with resources, posters and students supporting – focused on the theme of the day. <i>Art Gallery of Anti Bullying Work Art Department</i> Set up by 'Day Managers'. <u>Wall of Kindness</u> Day Managers
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Anti-Bullying Contract

Name:

Tutor Group:

Form Teacher:

I am a student at KAA and I understand that this means that I am part of a community. This community is a supportive network where we encourage all of our peers to be Intrepidus in all that they do.

I have been involved in bullying incident and I realise that this is not acceptable at this academy.

I also realise that this is something the academy takes very seriously.

It has been explained to me that if I am involved in a bullying incident again then my sanction will be more severe, as this will be a second time. There won't be a second time.

I promise that I will not be a bully or a bystander bully again and will remove myself from situations that I feel will not contribute to the positive and supportive environment of KAA.

I will not retaliate or investigate this incident and I understand that it has now been dealt with and I will continue to ensure I reach my maximum potential at KAA.

Signed by student:

Signed by a Teacher:

Signed by Assistant Principal/ Director of Learning:



Diversity Contract

Name:

Tutor Group:

Form Teacher:

I am a student at KAA and I understand that this means that I am part of a community. This community is a supportive network where we encourage all of our peers to be Intrepidus in all that they do.

At KAA, we celebrate the diversity. I understand that we have zero tolerance against any forms of prejudice and discrimination.

I have been involved in an incident and understand that my actions and words were perceived as discriminatory towards others. I realise that this is not going to be acceptable at this academy. I also realise that this is something the academy takes very seriously.

It has been explained to me that being involved in any future incident of this nature will mean the sanction will be more severe. I agree that I was out of line with this particular incident and pledge to learn from my mistake after sitting the detention today.

It has been explained to me by my Director of Learning that I will have to participate in a planned diversity session so that I can be educated on this. This will help me with any future incidents surrounding discrimination.

I commit to ensuring that I treat all members of the KAA community with kindness, courtesy and respect regardless of if I may disagree with a view or opinion.

I will not retaliate or investigate this incident and I understand that it has now been dealt with and I will continue to ensure I reach my maximum potential at KAA.

Signed by student:

Signed by a Teacher:

Signed by Assistant Principal/ Director of Learning: