KING DAVID HIGH SCHOOL MANCHESTER POLICY DOCUMENT
ANTI-BULLYING POLICY

"TREAT OTHERS AS YOU WISH THEM TO TREAT YOU"

King David High School recognises that every child has a right to be safe and secure. King David High School is committed to ensuring that each pupil is educated in a safe, caring, and protective environment. It operates a strong pastoral system, which includes Form Tutors, Head of Lower/Upper School, Heads of Year, Safeguarding Team, SENCO, Head Teacher and Deputy Head Teacher. This enables pupils and staff to work together in all areas of school life. Issues surrounding bullying, including homophobic and cyber bullying, are discussed and explored in regular Personal Social & Health Education/Citizenship lessons.

The school acknowledges that bullying is a serious issue and has a zero tolerance on bullying and is committed to dealing with each incident in accordance with the following policy:

What is Bullying?
Bullying is behaviour by an individual or group, either physically or emotionally, that is deliberately hurtful and is repeated often over a period of time where it is difficult for victims to defend themselves. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example, on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Bullying may be subtle or overt and may take many forms eg:

Physical: hitting, kicking, punching, taking or damaging belongings and, in extreme cases, it involves serious injuries.

Verbal: name-calling, insulting, repeated teasing, sexist (including **homophobic**) remarks.

Racist: racial taunts, graffiti, gesture.

Indirect: spreading nasty rumours, excluding from group.

Psychological: a maintained silence can be used to undermine or ostracise.

Technological: by means of information technology eg: text messaging, internet etc.

Cyber-bullying:
The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience and more accessories as people forward on content at a click. Search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a

specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices including mobile phones.
.

Aims
The aim of the policy is to ensure that:

All pupils feel safe.

All students receive an education free from bullying.

The school community will not tolerate any unkind actions or remarks, even if these were not intended to hurt.

The Pupils feel able to support each other by reporting all instances of bullying and do not support the bully by staying silent.

The pupils are involved in prevention strategies such as anti-bullying assemblies.

There should be appropriate support for students who are bullied, for students who are aware of bullying and for staff who are attempting to resolve the issue.

There should be the opportunity to use restorative justice approaches to resolve bullying issues in the short, medium and long-term.

Staff will respond to any acts of bullying immediately and positively.
At King David High School we aim to :
• Involve parents to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied.
 • Involve pupils. All pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders .
 • Regularly evaluate and update our approach to take account of developments in Technology, for instance updating 'acceptable use' policies for computers.
• Implement disciplinary sanctions. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.
• Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities. We will also teach children that using any prejudice based language is unacceptable.

• Provide effective staff training. Anti-bullying policies are most effective when all school staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support. We will seek support where necessary to assist us in understanding the needs of our pupils, including those with special educational needs and/or disability (SEND) and lesbian, gay, bisexual and transgender (LGB&T) pupils.

• Work with the wider community such as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed.

• Make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyber-bullying.

• Create an inclusive environment. Schools should create a safe environment where pupils can openly discuss the cause of their bullying without fear of further bullying or discrimination.

• Celebrate success. Celebrating success is an important way of creating a positive school ethos around the issue.

• Use specific organisations or resources for help with particular problems.

Involvement of the Governing Body

The Governing Body of the school will be informed of serious concerns regarding the behaviour of any pupil. The Head teacher or the Designated Safeguarding Lead will raise the matter and, if appropriate, the Governing Body will be kept informed of ongoing developments.

WHAT PARENTS/CARERS CAN DO

   Victims of bullying need support from their family, teachers and friends. Sometimes children hide the fact that they are being bullied or they are scared of what the bullies will do if they tell – or are frightened of parents'/carers' reaction. Children who are bullying others may hide the fact from their parents/carers or present them with a different story. Listen to your child. Trust your child. But remember that s/he may not have told you the full story. Remember that a single incident may not constitute bullying; it may actually be a simple accident, or thoughtlessness and sometimes conclusions are drawn too quickly.

   Tell a member of staff – if your child is being bullied. Parents/Carers, staff and pupils must be prepared to talk so that everybody understands how others feel. Although this is not easy, it is the only effective way to stop bullying.

   If possible speak to somebody you know and trust eg your child's Form Tutor, will be able to offer you help and support.

   If you cannot speak to somebody at once, be persistent.

   You may feel impatient with the school. Parents/Carers of bullied children occasionally become angry when schools seem not to punish bullies. There can be very good reasons why schools use other methods of dealing with bullying: - It takes time to establish the facts and there must be good evidence against a bully before punishment.

- Restorative justice may be applied in the first instance as this may result in a
swift resolution to the problem
- A school's priority is to stop the bullying immediately
- Whether your child is bullying others or is a victim, try to remember that bullies may need help
as well as punishment
- Bullying is a complex situation to resolve, so try to be patient.

Parents need to ensure good guidance, monitor and control the use of social media.
Parents must take responsibility for their child's usage of social media.

.

STAFF PROCEDURES
1. All members of staff should take responsibility for ensuring that all incidences of bullying are
reported. All reported incidents of bullying are recorded by the designated team.

2. Pupils can report incidences of bullying to any member of staff. Staff should never promise not
to tell anyone and it is essential that they inform the Safeguarding Team of the incident on the
day it was reported to them.

3. The Pastoral Team will then interview the victim and the alleged bully, along with any
witnesses and pass on any relevant information.

4. Incidents of bullying will be dealt with in accordance with procedures laid down in the school
behaviour policy. Parents/Carers may be involved according to the seriousness of the incident.

5. It is expected that the policy would normally be successful in resolving the issue. If this is not
the case, other measures may be considered and external agencies may be utilised. If no further
improvement in behaviour is secured, or the behaviour of the student in itself is such that all other
sanctions are inappropriate, consideration will be given by the Head Teacher to more serious
sanctions which may include fixed term or permanent exclusion according to the nature and
seriousness of the issues

This policy will be reviewed annually.
Reviewed: January 2017
Next reviewed: January 2018