



The King David High School

Anti Bullying policy

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1. KDHS definition of bullying

A deliberate attempt, often repeated, to hurt or humiliate someone (or group) either physically, verbally or emotionally. Bullying can be aimed at others based on their race, gender, religion, sexuality, or what is believed to be a weakness.

2. Aim of the policy

To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. At KDHS, we aim to establish this by ensuring:

- All Staff, pupils and stakeholders of KDHS are provided with a clear framework to enable effective handling of bullying.
- To provide a safe, caring environment for the whole school community, especially the pupils in our care.
- All pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination.
- Parents and carers have confidence in the school to resolve any bullying issues, communicating investigations and outcomes effectively.
- Pupils feel listened to and feel confident notifying staff of any incident of bullying, with concerns being dealt with promptly and appropriately.
- Regular education and training for pupils and pupils around the signs and risks of bullying.
- Regular correspondence to pupils and parents on how to report bullying, ensuring that a known support network exists.

3. Principles

At KDHS we are committed to ensuring that everyone is treated equally, regardless of their race, gender, religion, sexuality, age or disability, creating a teaching and learning environment to enable pupils to develop their full academic potential in every sense, personally, morally, spiritually, culturally, physically as well as academically. In order to promote this safe environment, we will ensure:

- Staff understand the aims and principles of the school policy.
- Staff effectively and proactively report, support and resolve any issues of bullying, should they arise.
- Pupils equally play an active role in ensuring the school climate is that of a safe and positive environment.

4. Bullying categories

Categories	Examples
Physical - where the perpetrator/s use their physicality to try to hurt or irritate the victim.	Hitting, kicking, pushing, damaging or taking belongings, threats of violence.
Verbal – where the perpetrator/s rely mainly on words to try to hurt their victim.	Name-calling, teasing, insulting comments, swearing, spreading rumours.
Emotional - where the perpetrator/s try to isolate their victim from wider social networks.	Deliberate exclusion from groups, damaging reputation, spreading rumours, torment, isolation, refusal to work with another pupil.
Online/Cyber – where perpetrator/s use modern forms of communication, such as the internet or mobile phones to torment their victim.	Verbally or emotionally harming/embarrassing others via online platforms such as WhatsApp, Instagram, Snapchat, TikTok or through gaming.
Sexual – where perpetrator/s display behaviours that are sexual or sexist in nature to hurt or offend.	Unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc
Indirect – where perpetrator/s undermines or tries to ruin the reputation of the victim by spreading rumours or gossiping behind their back.	Can include the exploitation of individuals

5. Types of bullying (non – exhaustive examples)

- Homophobic, biphobic or transphobic
- Racist
- Sexist
- Sexual
- Related to home circumstances
- Related to disability, Special Educational Need or health
- Related to culture
- Related to appearance
- Related to any protected characteristic

6. Signs and symptoms

There may be signs that a child is being bullied. Parents/Carers should be aware of these possible signs if their child:

- Doesn't want to go to school.
- Wants to be driven to school.
- Does not want to complete schoolwork or the standard of work drops.
- Comes home with unexplained bruises, cuts, scratches.
- Comes home with missing or damaged belongings or clothes.
- Shows a change in sleep patterns.
- Shows a change in eating patterns (coming home hungry).
- Displays mood swings (becoming aggressive, disruptive or unreasonable).
- Feels ill in the morning.
- Refuses to talk or becomes withdrawn.
- Begins to target siblings or other children.
- Asking for money ('loses' money or starts stealing).

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

7. Roles and responsibilities

The Governing Body. The Governing body will not condone any form of bullying and has:

- Responsibility for ensuring the Anti-Bullying Policy is effectively enforced, providing feedback.
- Responsibility to ensure the policy is regularly reviewed and monitored.
- Responsibility to ensure the policy is effectively communicated.
- Responsibility to ensure the schools policy complies with legislation.

The Headteacher and Senior Staff. Section 157 of the Education and Inspections Act 2006 the Headteacher has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils. Therefore, the Headteacher and senior staff of the school will:

- Implement the schools anti-bullying strategy, ensuring staff are aware of the school's policy.
- Ensure appropriate training is provided to recognise, prevent, report and record bullying.
- Promote wellbeing for all staff and pupils.
- Reports to the governing body the effectiveness of the anti-bullying policy.

All Teaching and Support Staff. All staff are responsible for keeping pupils safe, preventing them from harm and preventing any potential risk, therefore staff are:

- Responsible for reporting any alleged bullying to Heads of Year. Additionally, it is the DSL's responsibility to ensure that any safeguarding concerns arising from the report are dealt with in conjunction with the schools safeguarding policy.
- Encourage pupils to speak up and report any concerns to a member of staff.

Parents and Carers. At KDHS, we expect Parents and Carers to:

- Work cohesively with the school in promoting the schools antibullying policy.
- Report to the school any concerns they have of their child being bullied.
- Report to the school if they are made aware that other children in the academy being bullied.

Pupils. At KDHS it is imperative that in order to successfully promote those values, pupils must:

- Report any concerns/incidents of bullying to any member of staff.
- Play an active role in ensuring peers are supported.
- Take responsibility for their behaviours and follow the school behaviour policy.

8. PROCEDURES

When dealing with bullying incidents, the following procedure must be adhered to, in order to ensure effective managing of the reported incident.

- The pupil is involved in the discussion of the incident.
- Records are completed for all incidents.
- Regular communication takes place with parents/carers.
- Interventions should include the opportunity for follow up to evaluate support and, if necessary, provide a further course of action.
- Regular monitoring of incidents.

9. PREVENTION

Collectively as a school community, we seek to prevent any issues of bullying arising by educating our staff and pupils on all aspects of bullying, particularly focusing on the detrimental impact bullying had on individuals. As a school we ensure:

- Pupils are educated on how to stay safe online through our learning for life lessons and other targeted work.
- Our ‘no mobile phone’ policy during school time is enforced.
- Celebration of Anti-Bullying week through year assemblies and during form time
- Pupils are educated on how to report incidents both in and outside the school.
- Pupils are provided access to the safe space if pupils are feeling anxious or finding it difficult to regulate their emotions.

10. REPORTING BULLYING

At KDHS, we believe it is everyone’s responsibility to report bullying, collectively as a school and a community we can achieve this by:

Staff

If a member of staff witnesses an occasion of bullying or a pupil confides in a member of staff that they are being bullied, staff should log the incident immediately and inform Head of Year or pastoral manager with all the relevant information.

Pupils

All pupils are encouraged to report any/all incidents of bullying using any of the methods available. These are:

- Reporting directly to a member of staff
- Emailing the report bullying address ‘besafe@kdhigh.co.uk

11. Contacts

Role	Staff	Contact
Headteacher	Mrs T Basger	t.basger@kdhs.co.uk
DSL and Assistant Headteacher for behaviour	Mrs P Watson	p.watson@kdhs.co.uk
Head of Year 7	Miss M Zaragoza	m.zaragoza.kdhs.co.uk
Head of Year 8	Mrs J Roskin	j.roskin@kdhs.co.uk
Head of Year 9	Mr D Curson	d.curson@kdhs.co.uk
Head of Year 10	Miss K Barker	k.barker@kdhs.co.uk
Head of Year 11	Miss K Allwood	k.allwood@kdhs.co.uk
Head of Year 12	Mr E Sleeman	e.sleeman@kdhs.co.uk
Head of Year 13	Mr S Vincent	s.vincent@khds.co.uk

13. USEFUL WEBSITES

<https://anti-bullyingalliance.org.uk>

<https://www.bullying.co.uk>

<https://www.stopbullying.gov/>

<https://www.nationalbullyinghelpline.co.uk/>

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

www.youngminds.org.uk/young-person/coping-with-life/bullying/