



King's Academy Binfield and King's Academy Oakwood

Anti-Bullying Policy

Statement of Intent

At King's Academy Binfield (KAB) and King's Academy Oakwood (KAO), the aim is for all students to fulfil their potential personally, academically and socially; developing self-respect, respect for each other and for the community. Therefore, all forms of bullying and harassment are considered unacceptable and it is essential to ensure that all students are treated with dignity and respect, irrespective of gender, race, colour, nationality, ethnic or national origins, religion, disability, sexual orientation or age. All reported or suspected incidents of bullying will be investigated and appropriate action taken.

Definition of Bullying

Bullying can be defined as, *"repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power"* from Anti-Bullying Alliance & DfE: 2014. Some young children confuse friendship issues with bullying. What characterises bullying is a wilful, conscious desire to distress, hurt, threaten or frighten someone. All forms of bullying are damaging to a person's well-being.

Bullying can take many forms but the four main types are:

- **Verbal bullying – hurting someone's feelings:** hurtful teasing, name-calling, mimicry, taunting, making threats, spreading rumours, racist, sexist or homophobic remarks.
- **Indirect bullying – hurting someone's friendships:** isolating an individual from the activities and social acceptance of their peer group.
- **Physical bullying – Hurting someone's body:** hitting, pushing, tripping someone, kicking, biting or damaging someone's property.
- **Cyber bullying – hurting someone virtually:** sending e-mails or text messages containing insults, threats or images directly to other young people; or spreading hateful comments through social networking sites, other websites and online diaries (blogs).

Cyber Bullying

Whilst most cyber bullying takes place at home, the issues often come into the academy. The academies have a responsibility to educate students about such bullying and to support students who are victims. However, parents are responsible for monitoring their children's use of the internet and we expect parents to enforce age restrictions for social media platforms.



Parents may wish to report Incidents of cyber bullying which take place out of the academy to the police. Students are taught about cyber bullying as part of their computing, PSHE and Personal Development lessons, and through assemblies. It is very important that it is understood that some forms of cyber bullying constitute a criminal offence, and that victims may choose to prosecute.

Racist Bullying

Racist bullying is defined as ‘any incident which is perceived to be racist by the victim or any other person,’ in the MacPherson Report 1999. This includes racial name calling or taunts, and indeed racist “jokes”. The Race Relations Act 2000 requires academies to promote race equality with requirements linked to anti-bullying policies. Racism is taken very seriously at KAB and KAO, and racial tolerance is promoted through assemblies, through the PSHE and PDP curriculum and through the ethos of the academy.

Effects of Bullying

Bullying affects children and young people’s social and academic lives, and can have a long-term impact on a person’s health and well-being. It is a major cause of depression, which affects learning, attendance, achievement and has lasting effects through adulthood. It can lead to self-loathing and self-harm and cause or contribute to eating disorders. The seriousness of these outcomes reinforce the fact that all bullying issues must be dealt with quickly and effectively. We encourage students to report any incidents of bullying, primarily through their class teacher or tutor or any other adult, but also through a variety of mechanisms, including the peer support group.

Implementation of Policy

The Anti-Bullying Policy ensures that King’s Academy Binfield and King’s Academy Oakwood are both proactive (seeking to educate students and prevent bullying) as well as reactive (responding swiftly to any bullying issues) in its approach to bullying. This policy is also supported by the Peer Mentors and designated members of staff in both the secondary and primary phases with specific responsibility for bullying issues. Fastidious record-keeping of bullying and hate incidents is essential to implementing the policy. All incidents are recorded on SIMS (Schools Information Management System) and are frequently monitored. Incidents deemed safeguarding issues are also reported on MyConcern which is monitored by the DSL and deputy DSLs.

Staff Responsibilities

- **The Governors/Trustees** are responsible, in consultation with the Principal for establishing the anti-bullying policy and for reviewing it at the appointed review date.
- **The Senior Leadership Team** is responsible for the implementation and day-to-day management of the policy and procedures. They are also responsible for ensuring all staff are trained in recognising signs of bullying and ensuring they are empowered to maintain relationships whilst dealing with the issues. SLT are also responsible for updating and guiding parents and carers on how to reduce the risks of cyber-bullying.



- **Peer Mentor Group** will be responsible for keeping up-to-date with bullying issues and strategies to support students, as well as liaising with students in co-ordinating anti-bullying work within the academies. They will also be responsible for offering support within the academies for students whose emotional well-being is significantly affected by bullying, whether they be a victim or have been involved in bullying themselves. Peer mentors will be trained from Y9 and Y5 onwards, and the secondary peer mentors will support the primary phases until such time they have their own. The Assistant Principal and Head of Primary also co-ordinate the monitoring and record keeping of bullying incidents and hate or anti-social behavior across secondary and primary phases.
- **All Staff** are responsible for applying the academy's anti-bullying policy. Tutors will have a key role in supporting individual students.

Staff will be expected to:

- Take any accusation of bullying seriously, listening to the accusation/claim and inform the appropriate staff
- Liaise with parents/carers and inform them of any actions taken
- Encourage students to speak out against bullying and helping to create a 'zero-tolerance' attitude to bullying
- Monitor students so that signs of bullying can be spotted early.
- Create an environment of openness and trust so that students feel that they will be treated seriously.
- Record onto SIMs all incidents of bullying to allow patterns to be monitored
- Conduct restorative meetings between victims and perpetrators

Students will be responsible for ensuring that they do not bully, or support the bullying, of any other student. If they experience, hear of or witness any bullying, they should pass on any concerns or information they have to a member of staff or a Peer Mentor. The students will be consulted over and contribute to, any new anti-bullying strategies.

Other Agencies will be involved as appropriate. These may include Social Services and the police if necessary.

Parents are responsible for informing the academy if they are aware of any bullying issues in the academy. It is also important that they support any sanction given to a student who has bullied others. Parents can also help by dealing with any cyber bullying issues which are generated at home.



Peer Mentors

Peer Mentors will offer support to students who have been identified as in need of short term support with any issues, such as friendship problems, or exam stress. They will also provide a lead for anti-bullying strategies and initiatives across both the primary and secondary phases.

Our aim is to support all students, with a view to inclusion in academy life for all. This is facilitated through:

- **Peer Support** - trained students offer one to one sessions of 'active listening' to support students who have been referred or identified
- **Assemblies** - to keep the whole academy informed as to the support available, led by staff and peer mentors
- **Transition Support** - to assist students joining the academy, either as Y7 or at any point as an in-year admission
- **Promoting and Reviewing the Anti-Bullying policy of the academies**
- **Workshops to help build resilience**
- **Workshops to explain the impact of bullying on both the perpetrator and the bystander.**
- **Aiding the delivery of anti-bullying lessons in PSHE**
- **CPD Training** - to keep all staff updated with bullying issues and policy

How to access support - If you want your child to access this kind of support, or you would like more information:

- Ask your child's tutor or class teacher
- Ask the Assistant Principal with responsibility for Inclusion or the Head of Primary
- E-mail: admin.bi@kingsacademies.uk