

Anti-Bullying Policy

King's College London
Mathematics School

Monitoring and Review

	Name	Date	Role
Reviewed	Nora Kettleborough	30/11/21	Assistant Head PDBW
Ratified	Education Committee	08/12/21	Governors
Next review	Education Committee	Autumn 2024	Governors

Statement of Aims

Bullying is unacceptable and will not be tolerated at the King's College London Mathematics School (hereafter, KCLMS). Any member of the community, student, employee or volunteer, has the right to learn and work without fear of being bullied. Through this policy, KCLMS aims to prevent bullying from occurring. Its objectives are to ensure that all members of KCLMS:

- feel safe from bullying;
- recognise bullying behavior;
- understand and support the KCLMS's stance against bullying;
- know how to report incidents of bullying;
- contribute to informing and, where possible, evaluating the policy.

This policy has been written in the light of the DfE guidance *Preventing and Tackling Bullying*.

This policy has been written with reference to the following guidance and documents:

- KCLMS Behaviour policy
- KCLMS Behavioural principles
- KCLMS Exclusion policy and procedures
- KCLMS Safeguarding policy
- KCLMS Home School agreement
- KCLMS's Anti-Bullying policy
- KCLMS Equal Opportunities policy
- KCLMS ICT Acceptable Use (Student) policy

Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It is often motivated by prejudice against particular groups. It may occur directly or through cyber-technology.

Bullying is often motivated by (actual or perceived) differences between people. Although it may be unintentional, it is also bullying if someone feels hurt because of things said about their ethnic, cultural or economic back ground, religious faith, sex, sexuality (homophobic/biphobic), gender identity (transphobic), disability, special educational need, appearance or issues in their family.

Common features of bullying are:

- Name-calling;
- Taunting;

- Mocking;
- Making offensive or humiliating comments;
- Gossiping;
- Spreading hurtful and untruthful rumours;
- Laughing or sniggering at someone in an unkind way;
- Taking or deliberately damaging a person's belongings;
- Threats and extortion;
- Physical violence;
- Using body language inappropriately e.g. giving "dirty" looks;
- Deliberately invading someone's personal space;
- Cyber bullying, including but not restricted to inappropriate text messaging, emailing and use of social network sites e.g. Facebook, Twitter, Snapchat, Youtube, Instagram, Discord etc;
- Sending or displaying offensive or degrading images by phone or via the internet or email;
- Producing offensive graffiti or writing unkind notes about someone;
- Excluding people from groups without a justified reason;
- **Behaviour that is homophobic, transphobic, racist, targeted at faith, sexist and disablist.**

Although bullying is not a specific criminal offence, and there are criminal laws which apply to harassment and threatening behaviour, it can cause psychological damage and even suicide. It is, therefore, of the utmost importance that the culture at KCLMS is one where all members of the community work to prevent bullying.

Any act by a student outside of KCLMS which threatens, or could potentially threaten, the wellbeing of any member of the community or the reputation of KCLMS may prompt a response from KCLMS. Cyber activity is included in this scope for investigation, including referral to the police by KCLMS if an offence may have taken place.

Those who engage in bullying, including cyber bullying, and fail to show through their actions that they have learnt bullying is unacceptable risk forfeiting their right to be at KCLMS and can face permanent exclusion. Where a criminal offence may have taken place, especially in reference to cyber bullying, a referral to the police may also be made by the Assistant Head Teacher PDBW or Head Teacher.

The KCLMS Values

So much of education is about growth, and the KCLMS Student Council had growth in their minds when they put together the school's values. They realised that what binds us as a community is more than a passion for mathematics. It is a sense that these values are

universal to all of us at KCLMS. They represent attitudes and behaviours that we all, students and staff alike, respect and think are important.

The KCLMS Values are:

- Curiosity
- Ambition
- Compassion
- Tenacity
- Integrity

The KCLMS Values are embedded through our assembly system and the recognition of students demonstrating the values as part of the reward system. Bullying is unacceptable and will not be tolerated at the King's College London Mathematics School and undermines the school values.

Response to Bullying

We expect students to know that bullying is unacceptable. Those who engage in bullying and fail to show through their actions that they have learnt that bullying is unacceptable risk forfeiting their right to be at KCLMS and can face permanent exclusion.

Students who are guilty of bullying will be given opportunities to:

- Face up to the harm they have done;
- Learn to behave in ways which will not cause harm in future;
- Develop their understanding of how others think and feel;
- Learn how to take steps to repair the harm they have caused

Students may in addition be given a Level 2 Consequence for the harm they have done, though depending on the severity of their actions this may be a Level 3 Consequence

In cases of where the above steps do not lead to a cessation of the bullying behaviour, a Level 3 Consequence will apply.

Procedures

Everyone at KCLMS has the ability to contribute towards making KCLMS a safe and happy place where bullying will have no place and where bullying will be challenged and eliminated.

Staff can and should:

- Be familiar with the definition of bullying and KCLMS's Anti-Bullying Policy;
- Challenge behavior that they believe is, or could be perceived to be, bullying;
- Help to foster a climate of respect through their own words and actions;
- Prevent, and if necessary challenge, the use of inappropriate language (e.g. the casual and pejorative use of the term 'gay').
- Monitor changes in students' or colleagues' behaviour (e.g. becoming shy, nervous or withdrawn; pretending to be ill; taking unusual absences; further details are provided in Appendix 1);
- Ensure that students understand the definition of bullying and know the KCLMS's stance on bullying and are confident about the KCLMS's ability to deal with it;
- Ensure that students reporting bullying are heard;

- Ensure that students understand that staff cannot promise confidentiality;
- Pass on the information to the appropriate member of the pastoral team;
- Make sure that a person being bullied feels safe and knows how and where to get support;
- Record and report cases of bullying;

The role of KCLMS

The responsibilities of staff, including teachers, are set out below. In addition, KCLMS will:

- Collate data about incidents of bullying and monitor trends, reporting termly to Governors via the AH PDBW report and reviewing the anti-bullying procedure, including consulting students on their experience;
- Provide training to new staff at induction regarding the KCLMS behavior policy and to all staff regularly, through Inset and briefings;
- Promote awareness of where and when bullying is most likely to take place and ensure actions are taken to reduce the risk;
- Promote the anti-bullying policy and stance on bullying in assemblies and other Personal Development activities at least once per year;
- Ensure that awareness of bullying is raised during pastoral time;
- Ensure that students know about the roles they can take in preventing bullying;
- Ensure that parents / carers are confident that the KCLMS will take any complaint about bullying seriously;
- Inform parents / carers if their child is being bullied or is bullying someone else;
- Review its policy and procedures in the light of data and any complaints;
- Celebrate the success of anti-bullying measures and a positive culture where everyone feels safe to be themselves and where no one fears to learn or work.
- Understand the referral process for counselling support for any student affected by bullying.

Responsibilities and legal requirements

Governing Body

The Governing Body will discuss, review and endorse agreed strategies as necessary, and will discuss the Head Teachers's annual report on the working of this policy.

The Head Teacher

The Head has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students.

The Head Teacher will:

- ensure that all staff have an opportunity to discuss and review strategies on anti-bullying;
- investigate any allegations of bullying by staff, and if necessary implement disciplinary procedures;
- report annually to the governing body.

The Assistant Head (Personal Development, Behaviour and Welfare) will:

- determine the more detailed measures (rules, Rewards, Consequences and behaviour management strategies) on behaviour and discipline that form the school's behaviour

policy, acting in accordance with the governing body's statement of principles in so doing;

- publicise the measures in the behaviour policy and draw them to the attention of students, parents / carers and staff at least once a year;
- determine and ensure the implementation of a policy for the pastoral care of the students;
- ensure the maintenance of good order and discipline at all times during the school day when students are present on the KCLMS premises and whenever the students are engaged in authorised school activities, whether on the KCLMS premises or elsewhere;
- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- keep the Head Teacher informed of incidents;
- arrange relevant staff training;
- determine how best to involve parents / carers in the solution of individual problems;
- make a termly report to the Head Teacher;
- ensure that the Head Teachers's positive strategies are put into practice;
- have an awareness of KCLMS's procedures and deal with any incidents that are reported;
- involve external agencies and the onsite counselling provision when necessary;
- keep a central log of all bullying incidents;
- lead all investigations of bullying which are about ethnic or religious background or sexuality;
- support the Lead Teachers (year group) in dealing with bullying incidents, and give consequences (see the Behaviour Policy) if necessary.

The Lead Teachers (year group) will:

- be responsible for liaising with Assistant Head (PDBW) over all incidents involving students from their year group;
- investigate reported or witnessed incidents of bullying in their year group with support from the Assistant Head (PDBW);
- collaborate with the other Lead Teacher (year group) when an incident occurs cross year groups and decide who will take the lead on dealing with the bullying;
- have an awareness of KCLMS's procedure and deal with any incidents that are reported;
- be involved in any agreed strategy to achieve a solution.
- seek a solution by engaging with students and giving them opportunity to follow the steps in the section 'Response to Bullying' without blame.
- refer the incident to the Assistant Head (PBDW) if a satisfactory resolution is not reached.

All staff will:

- promote the general progress and well-being of individual students and of any class or group of students assigned to them, which includes ensuring as far as possible that students are free from bullying and harassment;
- apply the KCLMS Rewards and Consequences consistently;

- in accordance with the KCLMS's Safeguarding Policy, where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, serious harm because of a bullying, report the bullying to the Designated Safeguarding Lead (AH PDBW);
- be familiar with the policy and procedures;
- be observant and ask students what is happening to them;
- never let any incidence of bullying go unreported, in the first instance to the Lead Teacher (year group), whether on-site or during an off-site activity;
- lead discussions on bullying during pastoral time when directed to do so or when staff believe discussion of bullying will support students.

All incidents of bullying must be recorded and forwarded to the Assistant Head (PDBW) who keeps a central log of incidents. Prejudiced incidents will be recorded under one of six headings (the most relevant protected characteristics): race, sexual orientation, sex, disability, faith and gender identity.

Bullying of or by Staff

All KCLMS staff and all parents / carers of KCLMS students will be expected to recognise and eschew any behaviour towards staff, or any other members of the KCLMS community, that is bullying. Staff will inform the Head Teacher if they are subject to bullying behaviour that they regard as unacceptable. Bullying of staff by students will be dealt with as described earlier in this section of the behaviour policy.

Bullying of students or colleagues by staff will be treated as a serious disciplinary offence: staff who engage in bullying will face disciplinary procedures.

Appendix 1

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has torn clothes or damaged books
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- is starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable

- is bullying other children or siblings at home
- stops eating
- is frightened to say what's wrong

Appendix 2

Bullying and Autism

At KCLMS we have a number of pupils with high functioning autism or other autism spectrum disorders.

Forty per cent of parents who have a child with autism say their child has been bullied (Bullying and autism spectrum disorders – a guide for school staff – NAS 2009). **Thirty-four percent of autistic children and young people (CYPs) say that the worst thing about being at school is being picked on (Reid, B. (2011)).** For those pupils diagnosed with high functioning autism and Aspergers we will give details in the IEP in an attempt to prevent bullying occurring inside and outside school, in discussion with the young person and their parents.