



# KINGSWOOD SECONDARY ACADEMY

Safeguarding and promoting pupil welfare

## Anti-bullying in practice

Bullying is a safeguarding issue and preventing and tackling bullying is the responsibility of ALL members of staff. The GAT Anti-bullying policy and Kingswood Secondary Academy procedures are in line with DfE advice on this subject for head teachers, staff and governing bodies, March 2014.

Section 89 of the Education and Inspections Act 2006 provides that schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

The Children Act 1989 identifies bullying as a child protection concern.

Anti-bullying policy - on Academy website – Our Academy – Academy Policies  
- Safeguarding & Promoting Pupil Welfare  
- copies in all year team offices

## GAT Anti-bullying Policy:

### **Definition:**

**BULLYING is:**

- when a person or a group **deliberately intends** to cause someone else **to feel** hurt, distressed, threatened or humiliated
- behaviour by an individual or group, usually repeated over time, that **intentionally hurts** another individual or group either **physically or emotionally**

### **Types of bullying:**

Physical - e.g. hitting, kicking, pushing, taking belongings  
Verbal - e.g. name calling, taunting, mocking, making offensive comments  
Cyber - e.g. inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet  
Written - e.g. producing offensive graffiti  
Social - e.g. gossiping, excluding people from groups, spreading hurtful and untruthful rumours

**Specific types include bullying related to and according to Equality Act 2010 are as follows:**

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy or maternity
- race
- religion or belief

- sex
- sexual orientation

Those who know that bullying is happening and do nothing about it are also responsible.

**Kingswood Secondary Academy procedures:**

(Academy Response to Specific Allegations of Bullying)

**ALL staff:**

1. Deal with the incident as appropriate at the time, with all serious incidents passed immediately to the form tutor, year team, a member of the Senior Leadership Team (SLT) or any other appropriate pastoral staff.
2. Report on **Class Charts Behaviour**, record the incident as bullying or if it is deemed to be a prejudice based incident, record it as such.  
Outline the incident and your concerns briefly in comments and any action you have taken.

**Year Team:**

<p><b><u>ALL incidents reported as bullying</u></b> (whether judged to be bullying or not) <b>MUST</b> be investigated.</p>
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3. **Year Team** should discuss the situation with the alleged bully/victim and record further action taken on the original referral.
4. **Bullying Report and Monitoring Form** must be completed in full and passed to the **Head of Year** in their capacity as Designated Person for safeguarding.
6. **Head of Year** (in capacity as Designated Persons for safeguarding) is responsible for coordinating and communicating any further action and for ensuring that:
  - any completed referrals must be passed to Designated Safeguarding Lead and/or Kath Ford for filing.
  - There must be a follow-up conversation with the victim and the bully after a suitable interval and the outcomes of this must be recorded and further action taken or support provided as appropriate

Updated by IH (06/11/2018)