



WHAT ABOUT BULLYING?



A CHANCE TO FIND OUT ABOUT:

- The impact and effects of bullying
- Cyber bullying and e-safety
- What parents can do, and what the school does

Castle Phoenix

Creative



WHAT IS BULLYING?

At Kingsbury School we see a difference between conflict and bullying.

We define bullying as:

"repeated, negative behaviour that is intended to make others feel upset, uncomfortable or unsafe."

"behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally"

Bullying can include but is not limited to:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Physical: kicking; hitting
- Taking belongings
- Producing offensive graffiti
- Gossiping
- Excluding people from groups
- Spreading hurtful and untruthful rumours
- Sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps
- Sending offensive or degrading photos or videos.

(The Diana Award)

SIGNS TO LOOK OUT FOR

THESE ARE POTENTIAL SIGNS THAT SOMEONE IS BEING BULLIED, BUT COULD ALSO BE CAUSED BY OTHER ISSUES:

- Physical injuries such as unexplained bruising
- Lost or damaged belongings: clothing, books, electronics, jewellery
- Asking for, or stealing, money (to give to a bully)
- Changes in eating habits, like suddenly skipping meals or binge eating, coming home from school hungry because they did not eat lunch.
- Being afraid to go to school, being 'ill' each morning, skipping school
- Changes to their route to school
- Declining progress, or loss of interest in schoolwork
- Problems with sleeping or frequent nightmares
- Sudden loss of friends or avoidance of social situations, becoming distressed and withdrawn
- Feelings of helplessness or decreased self esteem, being nervous, losing confidence
- Self-destructive behaviours such as running away from home, harming themselves, or talking about suicide
- Becoming more aggressive or even bullying others themselves

THOSE WHO WITNESS BULLYING MAY ALSO BE SUFFERING

They may:

- become reluctant to go to school
- be frightened or unable to act
- feel guilty for not doing anything to help.

THOSE WHO ARE CARRYING OUT BULLYING BEHAVIOURS MAY DISPLAY THE FOLLOWING SIGNS AND SYMPTOMS:

- Involvement in physical or verbal fights
- Have friends who bully others
- Increasingly aggressive, or hold a positive view of aggression
- Low concern for others' feelings
- Bossy and manipulative behaviour
- Getting into trouble in school frequently
- Unexplained extra money or new belongings
- Blaming others for their problems
- No or little responsibility for their actions
- Don't recognise the impact of their actions
- Competitive and worried about their reputation or popularity

CONFLICT

IN OUR EXPERIENCE BULLYING USUALLY STARTS WITH STUDENTS BEING IN CONFLICT. THE CONFLICT SITUATIONS CAN ORIGINATE FROM:

- Posting on social media – Indirect or directly targeted to be unkind
- Unkind comments on a posting
- Small friendship conflict
- Gossip/rumour
- ‘Well I had to tell them’
- Boyfriends/girlfriends and ex’s
- Missed arrangements
- Banter/name calling in ‘jest’

We have found it very rare that a bullying incident occurs without a conflict of some form.

HOW SHOULD WE REACT, AS PARENTS?

WHAT IF YOU THINK YOUR CHILD IS BEING BULLIED?

- Stay calm, supportive and reassuring
- Talk to them, and listen to them without blaming
- Don’t call the act ‘bullying’ while you are trying to find out what has happened
- If it is bullying, assure them it is not their fault
- Inform school straight away and work with us. You can read about the school’s actions and response on page 6.
- Model respectful relationships
- Do not tell the child to ignore the bullying.
- Do not tell them to physically fight back.
- Instead advise them to be assertive and tell someone every time something happens.
- Resist the urge to contact the other parents involved. It may make matters worse. School or other officials can act as mediators between parents if necessary.

WHAT IF YOU THINK YOUR CHILD IS A BULLY?

- Stay calm
- Talk to them about their behaviour, and listen to them without blaming
- Listen to what others are saying as well
- Help your child to accept responsibility for their actions
- Help your child to understand how the victim might feel
- Help your child to understand what behaviour would be more appropriate
- Make clear rules and consequences for their behaviour
- Inform us and work with the school
- Model respectful relationships.

HOW WILL KINGSBURY REACT?

Information regarding a conflict or potential bullying incident could be received from numerous sources within and outside of the school community, but direct reports are most common.

Once this information has been received by a member of the Year Team the following actions are taken:

- A conversation will be held, individually, with victim(s), perpetrator and witnesses. Detailed statements will be taken by a member of the Pastoral Team.
- A member of the Pastoral Team will inform the students involved of the next steps and who can help/support them.
- The incident will be recorded on CPOMs as a bullying incident, for both the victim and perpetrator. (CPOMs is an electronic recording system for safeguarding incidents and concerns). The statements will be added to the CPOMs log.
- Parent/carer of all student involved will be contacted to inform them about the incident.
- Further investigation into the incident will take place by the Year Team Leader – review

of statements, screenshots from social media etc.

- A summary of the investigation will be recorded on CPOMs. Year Team Leader will discuss the incident, actions and timescales with Deputy Headteacher.
- Parent/carer of victim and perpetrator will be informed of the investigation summary.
- Restorative conversation to take place between the victim and perpetrator, where a contract will be agreed upon on how to move forward. Parents can attend these.
- A consequence will be given to the perpetrator (in line with our behaviour policy).
- A member of the Pastoral Team will maintain regular contact with the victim and will liaise with the Anti-Bullying ambassadors to provide ongoing support.
- Support will be signposted for all students involved. Including Connect 4 Health, Diana Award for Antibullying, National Bullying Helpline etc.

STUDENT VOICE

Talking and listening to students is the most important component of our Anti-Bullying Strategy.

Students share their thoughts and feelings with us to ensure our work is relevant to young peoples' lives within the school community. We use their ideas to help us to create:

- Our Anti Bullying Policy
- Strategies for challenging conflict and bullying
- Lessons and assemblies that are delivered to students and provide new ideas/resources to challenge conflict and bullying within our community
- Improved communication between staff and students.

RESOURCES AT KINGSBURY

- We work hard to ensure that all students develop an awareness of what bullying is, in order to discourage it, and what to do if they experience or witness it.

- Anti-bullying week
- Assemblies and tutor time programme that educates students about what bullying is and discussions around the impacts that bullying may have.
- Personal Development Curriculum
- Students are aware of the Kingsbury Character Traits. Kingsbury School has clear expectations of the conduct of all stakeholders.
- The behaviour mentor programme
- Highly visible promotion around the school of our anti-bullying charter - **our motto is 'see something, say something'**.
- Highly visible promotion of BEN (Bullying Ends Now) which provides a text number and email address for students to report incidents to. These are monitored and acted upon daily. All students are issued with a credit card style reminder with these contact details on.
- Our student anti-bullying ambassadors which involves students in canvassing the views of other students regarding how best to tackle bullying and prevent it.

KINGSBURY SCHOOL AND THE DIANA AWARD

WHAT IS THE DIANA AWARD?

The Diana Award is a charity set up in memory of Diana, Princess of Wales and her belief that young people have the power to change the world. Their mission is to empower young people to lead that change through a range of initiatives which unlock their potential, inspire action and create opportunities, ensuring that no young person is left out or left behind.

The Diana Award Anti-Bullying Programme raises awareness of bullying behaviour and supports schools and young people to tackle it across the UK and beyond. The Anti-Bullying Ambassador Programme has a strong peer-to-peer focus, with their facilitators giving young people the skills and confidence to become Ambassadors to tackle bullying in their schools long after the training has finished. Find out more here: Anti-Bullying Programme (antibullyingpro.com)

WHAT DO OUR TRAINED ANTI-BULLYING AMBASSADORS DO?

An Anti-Bullying Ambassador is someone who has been trained by The Diana Award Anti-Bullying Programme. Their role is to help educate their peers on bullying behaviour, lead on anti-bullying campaigns, promote a culture which celebrates and tolerates difference and help keep their peers safe both online and offline. Find out more here: What is an Anti-Bullying Ambassador? - YouTube

WHERE CAN YOU FIND OUR ANTI-BULLYING AMBASSADORS?

Our Anti-Bullying Ambassadors are easily identifiable by their Diana Award badges.

Our Anti-Bullying Ambassadors have also introduced themselves to all students during assemblies.



HOMOPHOBIC BULLYING

Kingsbury is part of the Stonewall School Champions Project.

ANTI-BULLYING WEEK

Every week is Anti-Bullying Week at Kingsbury, but nationwide Anti-Bullying Week is in November.

At Kingsbury we dedicate this week to the theme chosen by the Anti-Bullying Alliance.

DURING ANTI BULLYING WEEK:

- New charter is introduced to staff and students
- BEN cards handed out to all students
- Dedicated assemblies delivered to each year group
- Targeted Anti-Bullying tutor programme for each year group
- Workshops for identified students
- Surveys completed/survey results shared
- Competitions
- Celebration of achievement for tutor Groups and individuals



IN SUMMARY

Anti-Bullying at Kingsbury School is...
'A work in progress and will ALWAYS remain so'

Should you have any questions regarding information in this booklet, please do not hesitate to contact the Pastoral Team on 01827 872 316 (press 1 for Care and Guidance Hub).