



ANTI-BULLYING POLICY

Whole School

1. AIMS.

1.1 Kent College Pembury operates a zero tolerance approach towards bullying. The school treats bullying as a safeguarding issue and any incidents are taken seriously, as it can cause damage to individual girls, both physically and emotionally.

1.2 We do all we can to prevent bullying, by developing a school ethos in which bullying is regarded as unacceptable. We are committed to providing a caring, friendly and safe environment for all our girls so that they can learn in a relaxed and secure atmosphere.

1.3 Bullying of any kind is unacceptable at our school but if bullying does occur, all pupils should feel able to discuss the issue and know that incidents will be dealt with promptly and effectively. All staff have a duty to promote fundamental British values which do not tolerate bullying.

1.4 This policy aims to produce a consistent school response to any bullying incidents that may occur.

1.5 Definition of bullying

Bullying is defined by the DfE as: “behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber bullying via text messages, photographs, email or the internet and social media), and is often motivated by prejudice against particular groups, eg on grounds of race, religion, gender, sexual orientation, transgender, special educational needs and disability or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is the school’s first priority but it is recognised that emotional bullying can be more damaging than physical.”

DfE Guidance 2014 Preventing and Tackling Bullying

BULLYING CAN BE

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| Physical | - Pushing, hitting, kicking, pinching or any use of violence or unwanted physical contact |
| Verbal | - Name-calling, sarcasm, spreading rumours, teasing, making threats, harassment denial of freedom of speech and religion and equal opportunities |
| Emotional | - Excluding, tormenting (e.g., hiding books, clothes etc.), being unfriendly, |
| Cyberbullying | - To bully in any form such as sending of unsolicited emails of a nature that encompasses some of the above examples; sending of text messages; unauthorised taking or posting of photographs, which may include the manipulation of the image to offend the subject, and also the use of social networking sites to bully are all classified as bullying by the school and may result in the full range of sanctions being made available to punish those who contravene this policy. |

We recognise that bullying may occur any time of day or night, in or outside school and may involve any members of the school community, including adults (staff or parents), and we are committed to responding to it in all its forms.

2. ACTION

2.1 It should be made clear to all girls what forms bullying might take. This may be done through class discussion during PSHCE, assemblies, role-play in drama, literature or at the time an incident takes place and through the use of stories in the Prep School.

2.2 The importance of reporting incidents of bullying and onlookers to an appropriate person must be impressed upon everyone in the school. When a case of bullying is reported it should be dealt with immediately before further incidents occur. Similarly, if a member of staff suspects that a girl is being bullied this should be followed up at once. Staff will help girls understand the difference between telling tales and important incidents. Incidents of bullying in both the Prep and Senior School will be recorded in the bullying log. The Deputy Head Pastoral will monitor this frequently to check for any emerging patterns of behaviour and the document will be reviewed and signed off by the Executive who will consider the effectiveness of the anti-bullying policy.

2.3 Depending upon the severity of the bullying recorded, matters will be dealt with using the sanctions included in the Behaviour Policy. This could in the most severe instances result in the involvement of external agencies, eg police or social services, where criminal activity or safeguarding concerns arise.

2.4 Members of staff who believe that they are the victims of bullying are encouraged to discuss the matter with a member of Executive, HR, the chaplain or the medical team. The school has a written grievance procedure which may be invoked in instances of bullying of staff.

3. ROLE OF THE HEADMISTRESS

3.1 It is the responsibility of the Headmistress to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to deal effectively with incidents of bullying.

3.2 The Headmistress ensures that all children are educated concerning bullying, and that it is understood to be unacceptable behaviour in the school.

4. ROLE OF THE TEACHER AND SUPPORT STAFF

4.1 All staff in our school are expected to take all forms of bullying seriously, and to seek to prevent it from taking place.

4.2. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Executive. Teachers and support staff do all they can to support the pupils concerned.

4.3 If any bullying is seen between members of a class, the teacher will deal with the issue immediately. We would usually invite the pupils' parents into the school to discuss the situation and refer as appropriate. Senior staff will establish action in line with behaviour policy.

5. THE ROLE OF PARENTS

5.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the school immediately, in the first instance this would usually be the class teacher in the Prep School or the Form Tutor in the Senior School. Parents should feel able to contact other members of staff in addition. If they are not satisfied with the response, they should contact the Headmistress. If they remain dissatisfied, they should follow the school's complaints procedure.

5.2 Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

6. THE ROLE OF PUPILS

6.1 Pupils are encouraged to tell anybody they trust if they are being bullied or if they are aware of someone else being bullied.

6.2 Pupils are invited to tell us their views about a range of school issues, including bullying through school council in both the Prep and Senior School and worry boxes.

Senior Deputy Head: April 2009

Agreed by SLT: June 2009

Approved by Education Committee: September 2009

Reviewed: SLT November 2011

Approved by Education Committee: March 2012

Reviewed by SLT: March 2015

Approved by Education Committee: March 2015

Reviewed by Compliance Committee - November 2017

Approved by Education Committee - March 2018

Related policies/guidance

DfE guidance 2014 preventing and tackling bullying

Equality Act 2010

Acceptable Use Policy - Pupil

Behaviour Policy

Grievance policy

Child Protection / Safeguarding policy