



Anti Bullying Policy

Safeguarding issues can manifest themselves via peer on peer abuse. This will never be tolerated and will never be passed off as 'banter' or 'part of growing up'

This is most likely to include, but may not be limited to:

- Bullying (including cyberbullying)
- Gender based violence/sexual assaults and sexting
- Initiation / hazing type violence
- Racial
- Homophobic

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focusing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Aims

1. To promote a secure and happy environment, free from threat, harassment and any type of bullying behaviour
2. To create an ethos which encourages pupils to disclose and discuss incidences of bullying behaviour
3. To develop procedures for noting incidents of bullying behaviour
4. To inform pupils and parents of the schools expectations and to foster a productive partnership, which helps to maintain an environment free from bullying behaviour
5. To support those affected by bullying behaviour and for those involved in bullying behaviour
6. To make all staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Achieving the Aims

Our school ethos underpins our belief in inclusion, and our belief in valuing people as individuals and their right to an environment free from bullying behaviour.

The aims will be further achieved through the school's policies already in place.

At KTS, we embrace the United Nations Children's Emergency Fund (UNICEF) Convention on the Rights of the Child (CRC). The UNICEF UK Rights Respecting Schools Award (RRSA) supports schools across the UK to embed children's human rights in their ethos and culture. The award recognises achievement in putting the UN Convention on the Rights of the Child (CRC) at the heart of a school's practice to improve well-being and

help all children realise their potential. The staff at KTS are committed to the principles contained in the CRC and the school demonstrates its commitment through ensuring it is embedded within school policy.

Where a policy directly relates to Articles of the UN Convention on the Rights of the Child, these are referred to in the relevant policy. The wording used is from a simplified version of the convention produced by Save the Children. Within the Anti-bullying Policy, Article 2 and Article 12 applies (You have the right to protection against discrimination; and You have the right to an opinion and for it to be listened to and taken seriously).

Responsibilities

Staff are expected to:

- Increase pupils' awareness of antisocial and bullying behaviour, and to help them to develop strategies to combat it.
- Always take incidents of bullying behaviour seriously and investigate them thoroughly
- Take appropriate action on any incidents of bullying behaviour, or refer the matter to the SLT for further action
- Report all incidents of bullying behaviour to the deputy head / head
- Retain appropriate records for monitoring purposes.

NB.

- Perceived incidents of bullying at KTS Academy are low, and we believe pupils are generally very supportive of each other. Our pupils experience considerable difficulties with communication, social interaction and empathy, which can affect their ability to reflect on and manage their own behaviours.
- These differences mean that it is difficult for our pupils to make decisions to 'bully' others as they find it hard to appreciate the effects of their behaviours on others.
- We do recognise, however, that behaviour that could be seen as bullying behaviour does occur on occasions.
- This policy is intended to reinforce our efforts to encourage positive attitudes between pupils, and to provide a framework for dealing with incidents of bullying behaviour that may occur.

Monitoring, Evaluation and Review

This policy will be reviewed every 3 years.