



KING EDWARD VI
HIGH SCHOOL

ADDRESS: Dryden Crescent, Stafford, ST17 9YJ
TEL: 01785 258546
WEB: www.kevi.org.uk
EMAIL: headteacher@kevi.org.uk
HEADTEACHER: Mr J Christey

KING EDWARD VI HIGH SCHOOL

ANTI BULLYING POLICY

**Encouraging and supporting all our learners to
"Be the best that they can be"**

Approved Date **October 2023**

Head teacher

Mr J Christey

Governor

Mrs M Witts

Review Date

Annually





This policy is available on our school website and is available on request from the school office. We also inform parents and carers about this policy when their children join our school and through our school newsletter.

In addition to this in-depth policy being available to the whole school community, we also provide a more streamlined version to pupils and parents which highlights the key points of this policy.

This policy has been developed with the voice of the child at its core. Our Student Council have worked hard to collect & share our pupils' views on this subject and we are proud of all of their contributions.

Purpose and Aims

The purpose of this policy is:

- To try and prevent bullying from happening between children and young people who are a part of our school;
- To make sure allegations or disclosures of bullying are investigated, challenged and stopped as soon as we are made aware of them;
- To ensure that victims of bullying in school are provided with the support they require;
- To share how we endeavour to look beyond the behaviours of the bully, no matter how hard this may be, to ensure that any support required is provided to reduce the risks of the behaviour reoccurring;
- To provide information to staff, volunteers, children, parents/carers and the wider school community about what we should do to prevent, challenge and put an end to bullying.

This policy applies to anyone who works within King Edward VI High School whether they be members of staff, volunteers, sessional workers, our Governing Body, agency workers and work experience students. It also applies to all pupils on our school roll.



Legal Framework

This policy has been created using a variety of legislation, policy and guidance that seeks to protect children in the UK, including:

- Keeping Children Safe in Education (2022)
- Department for Education's Preventing and Tackling Bullying (2017)
- The Equality Act (2010)
- Education Acts 1996 & 2011
- Human Rights Act 1998

This policy should be looked at in conjunction with:

- Safeguarding Policy
- Behaviour and Positive Relationships Policy
- Staff Code of Conduct
- Allegations Made Against a Member of Staff Policy
- Internet and E-Safety Policy
- Equality Policy

What is bullying?

According to the NSPCC (2022), bullying can be defined as a range of abusive behaviour that is:

- Repeated;
- Intended to hurt someone either physically or emotionally;
- In person, online and/or using other electronic methods (phones, etc).

Bullying can involve people of any age and can happen anywhere.

Examples of bullying include, but are not limited to:

- name-calling;
- physical attacks;
- making nasty comments about a person or people they care about;
- spreading rumours;
- intimidation;



- making threats;
- excluding someone (including online groups, gaming, group chats, etc) with the intention of upsetting them;
- trolling;
- creating and/or sharing photos/videos of someone to cause embarrassment or upset;
- setting up hate sites/pages;
- creating fake account, hacking someone's account or stealing someone's identity online, to embarrass someone or cause distress.

Bullying can be a form of discriminatory behaviour, particularly if the bullying is based on a person's race, religion/belief system, disability, sexuality or gender.

We believe that:

- Children and young people should never have to experience any bullying of any kind;
- We have a responsibility to promote the welfare of all children and young people, to keep them and to operate in a way that protects them all;
- Staff should create an environment of zero tolerance of bullying when it is reported or witnessed. Staff should not make children feel as though they are 'telling tales' or use language as such;
- Children who have experienced adverse childhood experiences and childhood trauma may display behaviours which could impact other children sometimes. We believe that these children need care and support to heal and ultimately change their outward behaviours.

We recognise that:

- Bullying causes real distress and can affect a person's health and development;
- In some instance, bullying can cause significant harm;
- All children have an equal right to be protected from all types of harm and abuse;
- Everyone has a role to play in preventing all forms of bullying (including online) and to putting a stop to bullying.



What we do to prevent bullying

At King Edward VI High School, we have developed a Behaviour and Positive Relationships Policy which outlines clearly what our expectations of behaviour towards other members of our school community are.

We have a high quality & thorough PSHE curriculum which is developed by dedicated co-ordinators and embedded throughout our school by all members of staff.

Staff take reports of bullying seriously, the first time they are made. This zero-tolerance approach means that we are able to embed this culture throughout the school. Not only do children feel able to report cases of bullying, but children who may unfortunately be inclined to participate in this behaviour think twice about doing so.

We have a fantastic team of Peer Mentors at King Edward VI High School as well as a brilliant Student Council. These groups of children set an example to other pupils in the school and act as guardians of their peers' well-being & safety.

Training and information is provided to staff for a wide range of issues so that they are able to identify bullying, particularly for vulnerable groups or groups who may experience discrimination (for example homophobic/transphobic, sexual, racist, sexist, etc).

King Edward VI High School has excellent working links with a large number of external services including; various mental health teams, social care, family support workers, youth offending services, T3 Stars drug & alcohol service, 0-19 school health team, our local CSE team, the Autism Inclusion Team, Young Carers and the local policing teams. We work to ensure our ethos is shared amongst other professionals and services.

How do we respond to allegations or disclosures of bullying?

All members of staff are available to listen when a child wants to report or disclose bullying. Staff are expected to take these reports seriously, noting down the details and offering support to the child.



Dedicated pastoral staff are then on hand to investigate the matter in more detail. We hold discussions with parents involved and place the child's wishes at the centre of what action we may take. We encourage our pupils to work with us to come up plans of action and support, to help them feel in control.

We recognise that at times we are required to act even when a child does not wish us to do so, for their or someone else's well-being or safety. At this point, we work hard to reassure the child and offer the feeling of protection they may need at a point where they may be feeling quite vulnerable and scared.

Please refer to our Behaviour and Positive Relationships Policy for more information about consequences and responses to behaviour issues within school.

We understand that our responsibility of care and support extends to any witnesses or bystanders of the bullying, family members of the victim particularly where they attend our school, and the child displaying the bullying behaviour.

Reports of bullying are logged using our electronic safeguarding monitoring system, CPOMS. More information about this is included in our Safeguarding Policy which is available on the school website or from Reception if you would like a hard copy.

Recording reports of bullying in this way enables us to track patterns of behaviour clearly – both on an individual level or on a larger level. For example, if we receive a number of bullying complaints for Year 9 pupils in particular, we could look at some targeted work through the Pastoral Team and PSHE Team for this year group.

At times, we may need further discussions around referring significant cases to the police. We endeavour to avoid criminalising children and will work with pupils and their families to prevent this where possible. However, we reserve the right to make reports to the police and will use this power where necessary. We use the NPCC document [When to Call the Police: Guidance for Schools and Colleges](#) as a guide.



Diversity and Inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

At King Edward VI High School, we take opportunities to learn about and celebrate our differences. We welcome pupils, family members, employees and volunteers from a wide range of backgrounds and enjoy creating a diverse environment.

Our Safeguarding Policy talks more about how we work to safeguard particularly vulnerable groups of children and we invite you to visit our school website to read more. Alternatively, you can request a hard copy of the policy via Reception.

Who can I speak to?

If you are worried about bullying, please speak to your child's Form Tutor in the first instance. You can do this by contacting Reception on 01785 258546, or by using the online contact form on our school website.

There are a number of other staff members in school who would be happy to listen and help you and your child.

These include our Senior Leadership Team, your child's Progress Leader, our Head of VI Form, our Behaviour Support Manager, any member of the Safeguarding Team, and your child's Learning Mentor. This is not an exhaustive list, in fact we are confident in saying that you could discuss your concern with any member of staff and they would make sure the matter is dealt with accordingly.

The best way to get in touch with any member of staff is to contact Reception on 01785 258546.

We have two online contact forms on our school website. One form can be found under the "Contact Us" section, and the other can be found in the "Safeguarding" section. Please be assured that any messages sent to school in this manner will be received and read by the appropriate members of staff.



Thank you to the NSPCC

We have developed this policy in line with advice and guidance from the NSPCC, the charity dedicated to protecting children.

If you would like any further advice or information then please visit their website [NSPCC](https://www.nspcc.org.uk) or call their dedicated helpline number on 0808 800 5000.

Support services for parents and children:

Young Minds Lots of information, advice and help on www.youngminds.org.uk

ChildLine Call 0800 11111 or you can access their online 1-2-1 counsellor chat service via www.childline.org.uk

SHOUT A crisis service for young people. Visit www.giveusashout.org or Text 'SHOUT' to 85258 for immediate support

