



Policy:	Antibullying
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Antibullying Policy

Queen Katharine Academy



Queen Katharine
Academy

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1. Aims

This policy aims to:

- Create a safe environment for Staff and Students where all stakeholders are aware of how and where to report bullying of any kind without fear of further bullying or mistreatment
- Ensure a supporting approach from the academy to educate students on bullying, what it is, what it entails and the effects it can have on others. Teach them how to recognise bullying and how to be an upstander in situations. All students will know how and where to report bullying
- Allow all staff to understand how the Academy is working to eliminate bullying of any kind. All staff should know how to identify bullying concerns, how they can challenge and report this to ensure it is dealt with correctly.
- Provide assurance to parents and carers that their children are safe at the academy and that QKA will take all concerns seriously. They will be supported and communicated with through the process to support both themselves and the child.

2. Bullying

Bullying is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

Deliberately hurtful

Repeated, often over a period of time

Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none">• Racial• Faith-based• Gendered (sexist)• Homophobic/biphobic• Transphobic• Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

3. Roles and responsibilities

The governing board

The governing board is responsible for monitoring this Antibullying policy's effectiveness and holding the Principal to account for its implementation.

SLT

The Principal and Senior leadership team all have a responsibility for enforcing all policies across the school including the Antibullying policy. They must ensure that they follow their duty to ensure a safe and secure environment for all students under their care. This includes ensuring that staff and students understand what bullying is, how to prevent it and report it.

Parents and carers

Parents and carers should look to identify any concerns regarding their child. This could be from reports from the child or seeing changes in behaviour that cause concern. These could include but not be limited to; acting differently, not wanting to socialise, being unkind to others, not wanting to go to school, sudden drop in academic attainment, trouble sleeping, damaged personal possessions and unexplained injuries. Parents should support their child in reporting issues to the school. This should be done immediately; this can be done directly to the teacher or Form Tutor or to the relevant progress team.

Students

Students should ensure that they never act as a bystander of any form of bullying. They should always support the victim then help them to seek help and report the bullying that is occurring. They should support them in finding a trusted adult to report concerns to.

4. Procedures

The following steps will take place once a report or suspicion of bullying is received:

1. The staff member will report the issue ASAP to the Progress Team or SLT to investigate further
2. If serious concerns are raised the investigation will be led by a member of SLT along with support from the Safeguarding team
3. An allocated member of staff will investigate the concern through factfinding of all stakeholders of the issue
4. Once a full investigation has taken place the perpetrator and their parents/carers will be informed of their actions and any sanctions given in line with our behaviour policy
5. The victim and their Parents/carers will also be involved that the investigation has been concluded and that actions have been taken by the school. They should be signposted to support from both within the school building and external agencies.
6. Steps will be taken where needed to ensure victims feel safe and where necessary do not need to be in close regular contact with the perpetrator.
7. All information about the investigation and issues will be logged for future reference
8. Staff will be made aware of the issue and will monitor closely and ensure any reoccurrence is dealt with promptly
9. In cases where bullying re-occurs sanctions will increase in severity including Internal isolation, Fixed Term Suspensions and involvement of external agencies.

5. Supporting Victims

Following bullying incidents, the school will consider strategies to help students moving forward at QKA.

These strategies could include:

- Restorative conversations with the perpetrator where appropriate
- Support from Anti-bullying ambassadors
- Check ins from Form Tutors/ Pastoral staff
- Reasonable adjustments to social time arrangements or classes to be away from the perpetrator

6. Supporting Perpetrators

Following a sanction, the school will consider strategies to help pupils to understand how to improve their behaviour and meet the expectations of the school.

These strategies could include:

- Restorative conversations with Victims where appropriate
- Phone communications and Re-integration meetings with parents/carers
- Monitoring measures such as report cards
- Reasonable adjustments to in-class behaviour sanctions; if appropriate
- Educational work on the effects of their actions

7. Monitoring arrangements

Monitoring and evaluating Bullying

The school will collect data on the following:

Behavioural incidents, including removal from the classroom

Reported bullying incidents

Incidents relating to targeting protected characteristics

Parental reports of issues

Surveys for staff and Students on their perceptions and experiences of bullying at QKA

The data will be collected and reviewed termly by the Pastoral and Safeguarding teams

The data will be analysed from a variety of perspectives including:

At academy level

By age group

At the level of individual members of staff

By time of day/week/term

By protected characteristic

The academy will use the results of this analysis to make sure it is meeting its duties under the Equality Act 2010. If any trends or disparities between groups of pupils are identified by this analysis, the school will review its policies to tackle it.

Monitoring this policy

This behaviour policy will be reviewed by the principal and the Queen Katharine Academy governing body at least annually, or more frequently, if needed, to address findings from the regular monitoring of the behaviour data (as per section 13.1). At each review, the policy will be approved by the vice principal.