



# King's Academy Prospect

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## **Student Friendly Anti-Bullying Policy**

We have carefully considered and analysed the impact of this policy on equality and the possible implications for students with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

### **Definition:**

- Behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally, either directly or indirectly.

### **Bullying Can Include**

- Hurting someone physically or emotionally, whether this is in real life, such as spreading rumours and making hurtful comments, or hitting someone, or online, such as publicly posting hate speech, such as 'stories' on social media, or private messaging.

### **Forms of Bullying**

- Sexuality, transphobic, biphobic, homophobic, religion, gender, race, disability, appearance, pregnancy, age.

### **King's Academy Prospect's Policy**

- The teacher who has been approached or witnessed will deal with the problem immediately.

- The target of bullying will be removed from immediate harm and involved in decision making when appropriate.
- A member of leadership staff will interview everyone involved.
- The school will inform staff members and parents/carers where it seems to be appropriate.
- If necessary, the police or social services will be contacted.
- Even if bullying takes place away from the school, the school will fully investigate the problem.

### **Cyber Bullying Policy**

- Act as soon as an incident has been identified or reported.
- Provide support for the victim and work with person who carried out bullying to ensure it does not happen again.
- Encourage the victim to keep any evidence (eg Screenshots).

### **Identifying those responsible, the school may**

- Looking at use of school systems.
- Working with online service providers and individuals.
- Confiscating and searching electronic devices such as mobile phones.
- Requesting the deletion of content.

### **Supporting targets of bullying**

- Continuous support.
- Anonymous reporting of bullying
- Opportunity to discuss with staff member of choice.
- Opportunity to talk to anti-bullying ambassador who are identifiable by badges
- Work towards restoring self-esteem and confidence.

### **Supporting Students who are responsible for bullying**

- Discussing what has happened.
- Informing parents/carers to help change attitude/behaviour of the child.
- Providing appropriate education and support.
- Requesting content be removed.
- Opportunity to talk to anti-bullying ambassador
- Sanctioning in line with school behaviour policy.

### **The School Pledges To**

- Involve students in strategy writing and decision making.
- Ensure students know how to express worries about bullying.
- Ensure students know the sanctions in place.
- Publicise the details of internal support, as well as external helplines and websites.