

McKee College

Anti-Bullying Policy

September 2020

DEFINITION OF BULLYING BEHAVIOUR

Bullying is:

- Deliberately hurtful (including aggression)
- Repeated over a period of time
- Difficult for victims to defend themselves against
- Bullying can be overt and covert.

The main types of bullying:

- Physical – e.g. hitting, kicking, taking/hiding belongings
- Verbal – e.g. name-calling, insulting, making offensive remarks
- Indirect – e.g. spreading nasty stories, exclusion from groups, spreading malicious rumours, sending malicious e-mails or text messages.
- Cyber –e.g. using Information and Communications technology particularly mobile phones and the internet to threat or harass.

Name-calling is the most common direct form. Pupils may be called nasty names because of their ethnic origin, nationality or colour; sexual orientation; or some form of disability

It is not bullying when:

- There is no intention to hurt or harm i.e. behaviour is thoughtless or accidental.
- There is a one-off fight/argument between pupils of equal stature or strength.
- There is a good reason why others cannot be included in a group activity.
- A pupil is called a nickname with which they are happy.

AIMS AND OBJECTIVES

- The McKee will provide a safe and caring environment.
- Bullying behaviour is unacceptable and will be challenged.
- All reports of bullying behaviour will be recorded and taken seriously.
- Everyone will be listened to and will know it is “OK” to tell any teacher, TA or other member of staff.
- Parents will be informed about any bullying incidents involving their children and will be kept informed regarding outcomes.
- All members of the school community will treat each other with respect.
- Each individual case will be treated with sensitivity and flexibility in order to meet the needs of the individual pupils involved and to take into account the circumstances of each individual case.
- Students involved in behaviour deemed as bullying will be supported to make different choices and any unmet need also considered.

PREVENTATIVE MEASURES

The ethos of the McKee will discourage any form of bullying behaviour and encourage good relations through the following measures:

- McKee College House Behaviour Management Policy.
- Designated areas for break activities.
- Pupil guidance.
- The PHSE and SEAL programmes of study.(Including online safety)
- Open daily discussions between staff and students.
- Vigilance of all staff e.g. duties, general presence.
- Staff training
- Encouraging cooperative group work between groups of pupils
- Student voice through the school council and questionnaires.
- Key working and key worker sessions

PROCEDURES

Step 1:

A pupil, or parent of a pupil, who feels that he or she has suffered from bullying should tell any member of staff with the knowledge that they will be listened to and taken seriously.

Step 2:

The member of staff will record the incident as bullying or Racial/Homophobic bullying using the PH tab and inform the Head teacher after ensuring the pupil feels safe and satisfied with the course of action to be taken (see Responding to Bullying below).

Step 3:

Parents/Carers will be informed.

Step 4:

The situation will be monitored and further action taken if necessary.

RESPONDING TO BULLYING

When an incident of bullying has been reported or witnessed the following strategies may be used:

- Verbal warning is given.
- Both parties write an account, with support if necessary, of the incident.
- An investigation takes place, which will include interviewing both parties, obtaining witness accounts, reviewing previous records.
- The results of the investigation are recorded; copy to be placed in pupils' files as appropriate.
- Parents are informed of the outcome of the investigation.
- Sanctions in line with the Behaviour Management policy (e.g. time-out, duty-time out, one-to-one).
- Mediation by adults.

- Mediation by peers.
- Restorative approaches
- Fixed term exclusion.
- Alternative education programme initiated.

For the purposes of monitoring, any racial or homophobic incidents will be recorded separately. All bullying, racial or homophobic incidents are recorded on the PH tab in behaviour watch.

MONITORING AND EVALUATION

This policy will be monitored and evaluated through regular monitoring of Behaviour Watch, weekly meetings with staff, debriefings with staff and close supervision of students at all times.

The staff will work with pupils and Parents/Carers to address any issues of bullying within the McKee and also provide all parties with appropriate guidance and information leaflets (from an independent source: Childline) Pupils who require additional support will be referred to appropriate agencies including counselling services.

The McKee aims to deal with bullying in a supportive environment and aims to educate pupils and families about their responsibilities to care for each other in a supportive manner. We aim to avoid punitive sanctions wherever possible.

Staff and families are encouraged to be vigilant and to raise concerns early so they can be dealt with appropriately.