

Pro Kindness Policy

Title of Policy	Pro Kindness Policy - Prevention and Response to Bullying
Policy Type	School
Review Cycle	1 year
Policy prepared by	Chris Humphreys Deputy Headteacher
Committee responsible	Academy Committee
Date of review by committee	June 2023
Next Review	June 2024

1. Introduction and Purpose

This policy is based upon the principle that all members of the school should be treated and treat others fairly, honestly and with respect.

Our values are based upon the following beliefs:

- All students have the right to lead their lives free from bullying and abuse.
- All adults have a responsibility to support, nurture and care for children to enable them to reach their full potential.
- All students should have the opportunity and confidence to report bullying and abuse.
- All bullying and abuse in any form is not acceptable and should not be tolerated. ● All students have the right to confidentiality and trust.

Prevention of bullying is at the heart of our Christian commitment to Hope

2. Scope This policy is applicable to all of Queen Elizabeth's School

3. Legal requirements

Schools and the law

- By law, all state (not private) schools must have a behaviour policy in place that includes measures to prevent all forms of bullying amongst pupils.
- This policy is decided by the school. All teachers, pupils and parents must be told what it is.

Some forms of bullying are illegal and should be reported to the police.

These include:

- violence or assault
- theft
- repeated harassment or intimidation, eg name calling, threats and abusive phone calls, emails, text messages or other social media posts/messages
- hate crimes

Anti-discrimination law

Schools must also follow anti-discrimination law.

This means staff must act to prevent discrimination, harassment and victimisation within the school. This applies to all schools in England and Wales, and most schools in Scotland.

DEFINITION OF BULLYING

Bullying is:

“deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves.”

4. Policy Principles and Procedures

- To educate about the nature of bullying, through the curriculum, and to encourage a safe and secure environment in school and beyond the school gates as directed by legislation.
- To prepare procedures for dealing with incidents of bullying.
- To identify specific responsibilities of students, staff, parents / carers and Governors.
- To establish preventative measures.

5. Policy Objectives

- We will not tolerate any form of bullying and we do not accept that it has any role within the lives of members of the QE Family.
- We will maintain the teaching of non-bullying behaviours and encourage the practise of respect and tolerance. We will develop QE as a “talking and listening” school that also celebrates diversity and raises awareness within our community of the needs of differing people within our society.
- We will encourage all members of the QE Family to be ‘bullying aware’, ensuring that they understand the role they have to play in creating a safe and happy environment for all members of the school community.
- Incidents of bullying will be dealt with sensitively, consistently and appropriately and records will be kept of these incidents. New staff will be trained to be effective in this area.
- Victims and bullies will both be supported.

Responsibilities

- All staff, students’ parents and carers have a responsibility to ensure that each member of the school, regardless of their role, promotes respect for others at all times.
- All visitors to the school representing official External Agencies, plus professionals who work daily with students from QE (e.g. Bus drivers), also share the responsibility of promoting mutual respect for others at all times.

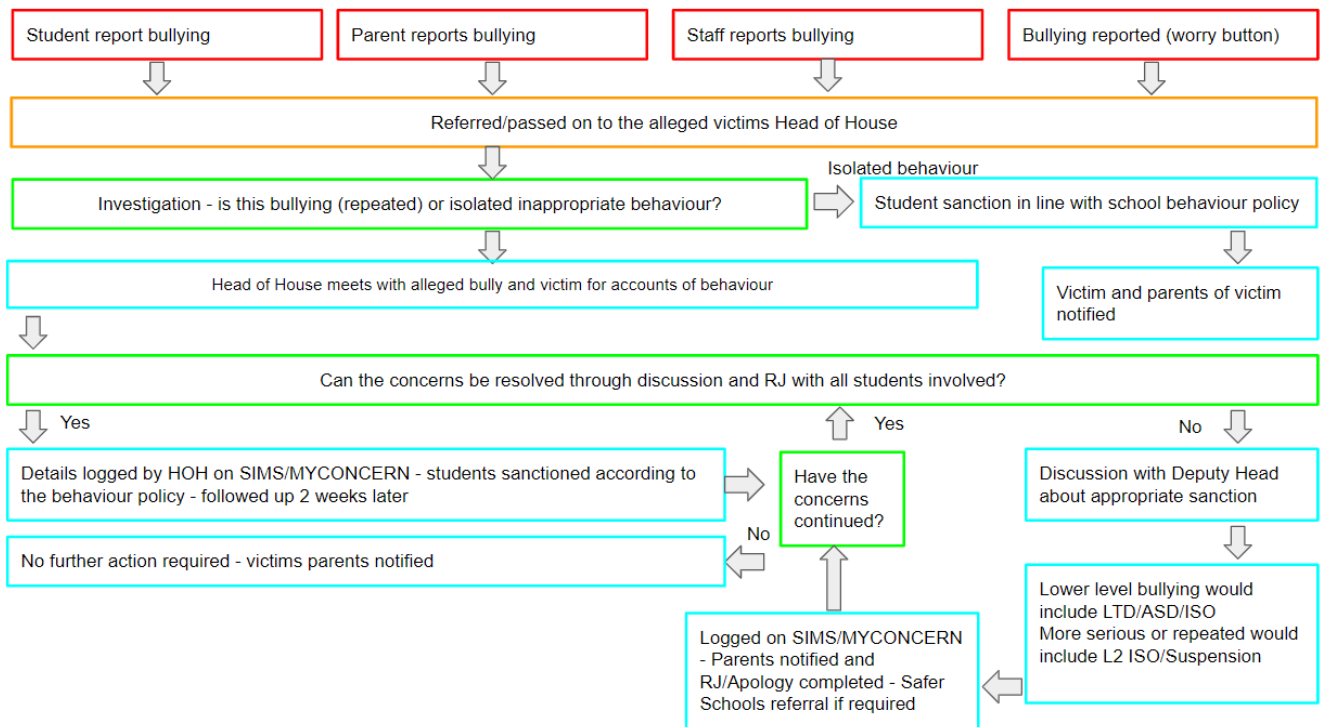
6. Links and References

- Queen Elizabeth's School Behaviour Policy
- Wimborne Academy Trust Behaviour Policy
- Queen Elizabeth's School Behaviour Procedures
- Queen Elizabeth's School Child Protection Policy
- Queen Elizabeth's School E Safety Policy
- DfE – Bullying at Schools – 27 March 2017
- Equality Act 2010 Anti-discrimination law

7. Appendix

1. Response to the report of bullying by a student
2. Roles and responsibilities
3. Educational provision to prevent bullying
4. Creation of a “speaking and listening school” and “Hot spot reporting”
5. Response to the report of bullying by a parent/carer or other adult

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ROLES AND RESPONSIBILITIES

It is the role of every member of the school community to promote, create and maintain a respectful environment, free from any form of bullying.

	Prevention of bullying	Response to bullying
Teaching staff	Promote, through the curriculum and tutor time, mutual respect and the creation of a safe environment for all to enjoy - "speaking and listening school". Be vigilant and aware of any signs that bullying may be occurring	Be sensitive. Be prepared to listen. Be supportive. Be proactive. Actively seek advice and guidance, and refer on to the appropriate colleagues. Feedback to the parents or carers – of both the victim and the bully and any appropriate action, in line with school policy. Log all action taken within the SIMs Behaviour Log.
Support Staff	Use formal and informal opportunities to promote the prevention of bullying and promote the "speaking and listening school" ethos. Create a welcoming environment. Creation of 'nurture' groups to develop student resilience. Targeted support for students who have 'bullied'.	Be sensitive Be prepared to listen. Be supportive. Be proactive. Actively seek advice and guidance and refer on to the appropriate colleagues. Log all action taken within the SIMs Behaviour Log.
Students	Engage actively in the promotion of QE being a safe school – "speaking and listening". Listen and report any incidents that you believe are a form of bullying.	Report the incident to a member of staff. (worry button if required on website). Inform parents and carers if you feel able. Have confidence in the support and action that will follow.

Parents or Carers	Support the education process about the prevention of bullying. Assist the QE in the promotion of the “talking and listening school” ethos. Discuss the issues that may occur with your child.	Report any incident that has been brought to your attention by your son or daughter, or their peers.
Governors	Work in support of all staff to successfully implement the Prevention of Bullying Policy. Review the policy and related data. Interrogating any patterns of behaviour. Promote the “talking and listening school” ethos within QE.	Be sensitive Be prepared to listen. Be supportive. Be proactive. Actively seek advice and guidance. Respond to any causes for concern that are brought to your attention.

To educate about the nature of bullying, through the curriculum, and to encourage a safe and secure environment in school and beyond the school gates as directed by legislation.

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Provision will be made for education about bullying in the following form:

- Inclusion within the QE classrooms expectations.
- Year group presentations by External Agency providers – NSPCC Childline
- House assemblies utilising student design and input
- Tutor-based follow up work, for one week in each half term.
- Visual displays of the QE Prevention of Bullying ethos.

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Creation of a “talking and listening school” and “hot spot” reporting.

Action points:

1. Through the curriculum and tutor programme develop student confidence in the listening part of the programme.
2. Create student “Anti bullying Ambassadors” as part of the Student Council
3. Encourage students to speak out against bullying and to be confident about reporting bullying.
4. A system of anonymous notification of bullying. The worry button is available on the school website.

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Response to the report of bullying by a parent/carer or other adult.

1. Report the incident immediately to Queen Elizabeth’s School DSL or their Deputy, if either of these colleagues are not available report the incident to the Headteacher or a Deputy Headteacher. 2. Refer to the Child Protection Policy and follow the advice and guidance within that policy. 3. Do not ask the child to repeat what they have told you. Do not ask them to write anything down.