



## Bullying Policy

### **There is no place for bullying at Kimbolton School.**

Kimbolton School aims to be a caring community. All members of that community are, individually and collectively, responsible for the wellbeing of others. We aim to create a culture and environment in which pupils and staff are treated equitably regardless of race, ethnic origin, nationality, gender, disability, age, religion, sexual orientation, marital/parental status, political belief and socio-economic group. Kimbolton School adheres to the content and requirements of 'Keeping Children Safe in Education' September 2018 (KCSIE), 'Working Together To Safeguard Children' 2018 (WTTSC) and the Prevent Duty 2015.

The School acknowledges the positive role of school management, teaching staff, parents and pupils in confronting bullying. The School accepts the need to develop a whole-school approach to handling bullying and the need to make the whole school community; pupils, parents, staff and governors cognisant of bullying behaviour and its impact. The school has a responsibility to respond promptly and effectively to issues of bullying.

### **What is bullying?**

Relationships and friendships within school can be the cause of unhappiness and upset to a pupil when they go wrong. The School endeavours to respond to issues which arise from this through a variety of means, including tutor and Housemaster/Housemistress support/Headmaster of the Preparatory School, as well as the discussion of friendship issues as part of the PSHE programme. The School is a caring and welcoming environment where pupils are encouraged to discuss issues and to support each other. There is open discussion of the issue of bullying and the promotion of an understanding of what constitutes bullying. All members of the School community understand that an allegation of bullying is serious and that bullying will not be tolerated. It is accepted that bullying can cause psychological damage.

Bullying is an action intended to hurt another person. Bullying results in pain and distress to the victim. It can cause long term psychological damage and, in some cases, can be a contributing factor in suicide (harassment and threatening behaviour are also criminal offences). Bullying takes place when it is repeated over time and intentionally hurts another pupil or group. It may occur directly or through cyber-technology (see below and separate Anti-Cyberbullying Policy).

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Religious
- Sexual - unwanted physical contact or sexually abusive/chauvinist comments
- Homophobic - because of, or focussing on, the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Targeted at those with Special Needs (eg pupils or adults with physical or mental disabilities)
- Cyber - All areas of internet, such as email & internet chat room misuse, Mobile phone threats by text messaging & calls, misuse of associated technology , i.e. camera & video equipment. (See also separate 'Anti-Cyber Bullying Policy').

### **What the School will do**

The School promotes an “always tell” ethos amongst its pupils, parents and staff. All incidents are followed through and every effort is made to protect any pupils who are connected to the allegation from becoming victims of bullying themselves.

In the event of an observed or reported instance of bullying, the facts will be ascertained from the victim(s), alleged perpetrator(s) and witness(es). A record will be made of who was involved, what happened, when and where. This will be passed to the relevant Housemaster/Housemistress (or Form Teacher at the Preparatory School), who will liaise with the Senior Deputy Head (Deputy Head / Headmaster at Preparatory School).

The School endeavours to create a culture in which incidents of bullying are reported immediately. Pupils have access to a variety of options when reporting bullying (e.g. at the Senior School, Gown Prefects, Ingrams Prefect, tutor, teachers, Housemaster/Housemistress, members of the Senior Leadership Team). Pupils are regularly reminded of these options (e.g. in PSHE and at House Assemblies). The pupil Code of Conduct enshrines the importance of creating an environment of good behaviour and respect. All pupils carry the Code of Conduct in their Calendar where ‘expectations’ include “treat all members of the school community with due respect”. Staff awareness of bullying is raised by separate points at staff meetings at Housemaster/Housemistress meetings and in tutor meetings.

### **When an incident occurs**

The School will endeavour to keep parents of those pupils involved informed if and when it may be dealing with a significant bullying situation. Parents are asked to let the School (normally the Form Teacher (Preparatory School), Tutor or the Housemaster/Housemistress (Senior School), in the first instance) know directly if they have cause for concern, either on behalf of their own children or because of rumours about incidents involving others. The School will handle information discreetly, and while it will usually inform all interested parties of the situation, it will not do so without careful consultation first.

Once investigated, every effort will be made to resolve the problem through counselling of both parties, which will seek to support the victim(s) and change the behaviour of the perpetrator(s). In proven cases parents will be informed. This process will normally be carried out by the pupil’s Housemaster/Housemistress and/or the Senior Deputy Head (Senior School) or the Deputy Head / Head of Preparatory School.

For all incidents of bullying (whether isolated or occurring over a period of time), disciplinary sanctions will normally be applied, and this may extend to suspension or - in the gravest cases - expulsion. Counselling may, however, be maintained for both parties even after sanctions have been applied. *See Behaviour & Discipline Policy for further details of sanctions.*

This policy applies in respect of all dealings between members of the School (not just on site or during school hours), which in the opinion of the School impact, or may impact, upon their conduct at school or upon the reputation of the School.

The School regularly tackles the subject of bullying in assemblies and PSHE lessons as well as inviting external speakers to address year groups on this issue. It is made clear that ‘turning a blind eye’ to bullying is totally unacceptable. Records are maintained by the Senior Deputy Head / Deputy Head of bullying incidents so that any patterns or ‘crux points’ can be identified.

*A Grievances Procedure applies for staff who wish to complain about bullying in the workplace. A separate Anti-Cyberbullying Policy refers to bullying in an electronic form.*

**Reviewed: September 2018**  
**Headmaster**