

COUNTERING-BULLYING POLICY

KAS is a Community. All at KAS take responsibility:

- ▶ for their actions
- ▶ to earn and give respect

Everyone at KAS has the right:

- ▶ to feel secure
- ▶ to challenge unfairness

At KAS as stated within our Mutual Respect document we expect an environment in which individual differences are respected. Everyone should experience kindness and treat others as they hope to be treated. No-one should be afraid of being verbally or physically hurt. Everyone should be able to leave their property safe in the knowledge that it will not be interfered with.

This is the ethos towards which we strive.

Bullying behaviour which contradicts these principles will not be tolerated at KAS.

In this School we do not accept:

- ▶ Any form of violence
- ▶ Cyber-Bullying. This includes the misuse of text messages, mobile phone cameras, email, chatrooms, instant messaging, websites e.g. MySpace, Facebook, Bebo etc, to cause distress to others.
- ▶ Leaving people out
- ▶ Ganging up on anyone
- ▶ Hurtful whispers about anyone
- ▶ Nasty threatening looks or attitudes
- ▶ People who say unpleasant things and then say they were 'only joking'
- ▶ Teasing or picking on people because of such things as:

Race	Friends
Family	Clothes
Being wealthy/poor	Religion
Ability	Accent
Size/appearance	Political views
Sexuality	Disability
Age	Interests

SCHOOL'S RESPONSIBILITY

To act upon each situation with understanding and fairness in accordance with our statement

To be open and available to all members of KAS

To protect the rights, both of the bullied and bullies which includes

- ▶ To confront bullies
- ▶ To issue bullying forms
- ▶ To inform parents and staff
- ▶ To bring both parties together to resolve a situation
- ▶ To reaffirm boundaries
- ▶ To exclude/expel if pupils are unwilling to accept responsibility towards others or need to modify their behaviour
- ▶ To follow up the situation within a week (acknowledging that this may take longer in holiday periods)
- ▶ To help to share feelings and gain greater understanding
- ▶ To provide counselling or support to bullies and victims
- ▶ To encourage a "culture" against any form of bullying
- ▶ To evaluate our policy regularly
- ▶ To empower students to challenge unfairness
- ▶ To discuss policy at Pupils' Councils
- ▶ To keep up to date on new initiatives from professional bodies
- ▶ To strike a balance between the understanding of human nature and the need to feel secure

PUPILS' RESPONSIBILITY

- ▶ Support and help the victim whenever you see bullying in the school however difficult it may be.
- ▶ Show your disapproval by being assertive not aggressive. If you do nothing and walk away the bullies will think you approve of their actions and will do it again.

If you are being bullied remember:

- ▶ 1. Don't keep it a secret; you have no reason to be ashamed.
- ▶ 2. Tell a teacher; he / she will act upon it with your consent.
- ▶ 3. If you cannot tell a teacher talk to:
 - a) A 6th Form counsellor who has been trained
 - b) A member of your family or an adult you trust
 - c) A school counsellor
 - d) Telephone Childline's free and confidential helpline on **0800 1111** (24 hours)

Talk about it! It won't stop unless you act!!