

The King's Summer School

Anti Bullying Policy

Reviewed by:	Mike Pengelly (Director of Holiday Programmes, King's School)
Review date:	January 2025



THE KING'S SCHOOL CANTERBURY

The King's Summer School is proactive in ensuring that all students and staff know that bullying is unacceptable. We aim to create a culture and ethos of mutual respect between all members of the community, and to ensure all students and staff are confident that reported instances of bullying and unkindness will be followed up swiftly, sensitively, and effectively.

The King's School recognises that bullying can occur between students, between members of staff, and between staff and students.

What is bullying?

Bullying is an intentional abuse of power by an individual or group, usually repeated over time. In bullying there is a conscious desire to hurt, to threaten or to frighten. Bullying takes many forms:

- **Physical:** pushing, kicking, hitting, pinching and any use of violence.
- **Verbal:** name-calling, sarcasm, teasing, insulting, and spreading rumours.
- **Emotional:** exclusion, tormenting, e.g. hiding books or belongings, threatening gestures, racial taunts, unfriendliness, graffiti and gestures.
- **Sexual:** unwanted physical contact or abusive comments.
- **Sexist:** imposing stereotypical images, victimising someone because of their gender
- **Cyberbullying:** inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet (usually through social networking sites such as Facebook, Twitter, Instagram and so on).
- **Other:** related to SEN or disabilities

Bullying can seriously damage a young person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to prolonged emotional and psychological damage for an individual.

We recognise that bullying may occur at any time and in any area of the school or when students are beyond the school bounds.

What we do to prevent bullying

Throughout the King's Summer School there is an emphasis on kindness, openness, and on consideration and tolerance of others. Differences such as ethnicity, or gender, which can motivate bullying, are openly discussed in the student and staff inductions and everyone is made aware that bullying is unacceptable.



THE
KING'S SCHOOL
CANTERBURY

Bullying will be monitored through:

- Student feedback forms conducted at the start (after 2 days) and at the end of the summer school.
- This policy is referred to in the student welcome pack
- This policy is part of the staff training sessions that are led by the Director of Holiday Programmes.
- Staff vigilance, both within and outside of the classroom, and good staff/student relationships.
- Vigilance by all, especially the staff within boarding.
- Swift response to individual incidents of bullying and reporting to relevant staff.
- Discussion at staff meetings.
- Open communication with parents and guardians.

If a student is being bullied, feels they are being treated unkindly or insensitively or made unhappy/ uncomfortable or feel that this is happening to someone else they should tell a member of staff, or their parents who should inform the summer school team.

We will then follow this process:

1. An appropriate member of the summer school team (usually our Director of Holiday Programmes) will speak with all students involved and listen to what they have to say.
2. With the exception of physical bullying (which is rare), problems can usually be dealt with discreetly by discussing the matter with the other person(s).
3. In serious cases of bullying, the parents of both parties will be informed of what has happened and how it has been dealt with.
4. When a case of unintentional unkindness or bullying has been dealt with, the summer school team will speak to the student(s) two days later. If the matter is still unresolved, the matter may be dealt with more severely.
5. The focus is on the need for students to recognise and regret the impact of their actions and words, and on reconciliation and as quickly as possible before things escalate.
6. Any student who is being bullied will be given the support and protection they need as well as assistance to develop positive coping strategies and self-assertion.
7. Students who are bullying will also be given support and assistance to enable them to change their pattern of behaviour.
8. It will be emphasised that any bullying behaviour must cease immediately.
9. Where appropriate, members of the summer school team will be informed and urged to be vigilant.



THE
KING'S SCHOOL
CANTERBURY

10. If the bullying behaviour continues and preventative measures have not worked, then appropriate sanctions will follow. In persistent and/or serious cases, suspension or expulsion will be considered. (see our 'Student Behaviour & Rules Policy' for a full explanation of our student disciplinary procedures).
11. Experience shows that when sanctions are not immediately imposed, students are more likely to seek help and can be helped to understand and change their behaviour.
12. In cases of staff to student bullying the 'Safeguarding & Child Protection Policy' will also be followed.
13. In cases of staff-to-staff bullying the staff 'Grievance Procedure' detailed in their contract of employment should be followed.
14. Records of bullying will be regularly reviewed by the Director of Holiday Programmes.

Cyberbullying

"Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others." Bill Belsey www.cyberbullying.org

Cyberbullying can involve social networking sites, such as X (Twitter), Instagram, Snapchat, TikTok, WhatsApp, Facebook, emails and mobile phones used for SMS messages and as cameras.

In addition to the preventative measures described above, the summer school:

- Expects all students to adhere to its IT Acceptable Use Policy (AUP) for the safe use of the internet. Certain sites are blocked by our filtering system and our Safeguarding team and IT Department monitor students' use as appropriate.
- May impose sanctions for the misuse, or attempted misuse of the internet.
- Issues all students with their own personal Wi-Fi log-in details.
- Offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe and secure.



THE
KING'S SCHOOL
CANTERBURY

Additional Information

Should you have any questions, or require additional information about this subject, please contact us direct via email at summerschool@kings-school.co.uk.

Reviewed by:	Mike Pengelly (Director of Holiday Programmes, King's School)
Review date:	January 2025