



ANTI-BULLYING GUIDANCE FOR STAFF

Responsible:	Director and Academic Director
Date Reviewed:	January 2025
Review Period:	Annually
Approval Authority:	Director
External Release:	Yes

The Company's Anti-Bullying Objectives:

- All students and staff to understand what bullying is and what the Kingfisher Education's anti-bullying policy is
- All students and staff know that bullying and abusive behaviour will not be tolerated
- All students and staff understand that bullying is taken seriously and acted upon

Bullying defined: Bullying is defined as “the use of superior strength or influence to intimidate (someone), typically to force them to do something.” Bullying is essentially unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time and can be seen in both staff and student behaviour.

Bullying can be:

- verbal (e.g. teasing, name-calling, inappropriate sexual comments, taunting, threats)
- physical (e.g. hitting, kicking, punching, pushing etc.)
- social (e.g. excluding people on purpose, spreading rumours, embarrassing others in public)
- It is often covert and may take the form of cyber-bullying (cameras, texts, emails, social media etc.). Harassment – aggressive pressure or intimidation – is a common form of bullying.

There are several forms of bullying that are illegal and will be reported to the police.

These include:

- violence or assault
- theft
- repeated harassment or intimidation, e.g. name-calling, threats and abusive phone calls, emails or text messages
- hate crimes

Possible signs of bullying (but not limited to):

- student becomes withdrawn, anxious, or displays reduced self-confidence
- student becomes disruptive or aggressive
- changes in the student's usual routine
- student starts stammering
- student has unexplained cuts or bruises
- student is bullying others
- student stops eating
- student is frightened and does not wish to speak to a member of staff
- student is afraid to use the internet or mobile phone
- student's possessions are getting damaged or go missing
- student is nervous & tense when he / she receives a cyber message
- student becomes very sensitive over any nationality/race issues

- student gives improbable excuses for any of the above
- student attempts or threatens suicide or runs away
- student is frightened of attending classes / sessions
- sudden decrease in performance during classes / sessions
- student wanting to skip classes / sessions or trying to find reasons to do so
- student cries themselves to sleep at night, has nightmares or starts wetting the bed
- student regularly feels ill or develops mysterious injuries
- student refusing to get on excursion
- student regularly “looses” their pocket money
- student asks for money or starts stealing money / or other valuable items

Other issues may contribute to the signs and behaviours mentioned earlier; however, it's essential to consider bullying as a potential factor that warrants investigation.

Bullying is mostly about education – understanding what behaviours are acceptable versus those that constitute bullying. Different cultures may have varying perspectives; what one student perceives as playful banter might be deeply upsetting and hurtful to another.