



Jack Hunt School Governing Body



ANTI-BULLYING POLICY

(To be read in conjunction with the
Behaviour for Learning Policy
and Rewards Policy)

Governing Body	Approved Achievement Committee 14 November 2017
Reviewed by SLT	March 2019
Date Policy Reviewed	March 2019
Date of Next Review	November 2019

POLICY

1 Introduction

In keeping with the philosophy embodied in the school statement, all members of the Jack Hunt community will be treated with respect and their uniqueness celebrated. Bullying in all its forms will not be tolerated under any circumstances. Any incident of bullying or intimidation will be dealt with swiftly in a fair and firm manner **using restorative practices**. The procedures set down in this policy are intended to both prevent incidents of bullying and intimidation and deal with them if they do arise.

It will be the policy of the school to provide support for both the victim and the perpetrator and provide guidance to prevent the problems from arising again. Through this policy we will seek to protect those who are bullied and attempt to provide them with strategies to empower them and strategies to deal with incidents of bullying. It will also seek to help the perpetrator to accept responsibility for their actions and address his or her offending behaviour. As a community the vehicle we use for this is the Restorative process.

It is the policy of the school that all members of the Jack Hunt community are able to benefit from a safe and secure environment and take advantage of the opportunities available here at the school.

2 Definition of Bullying

In short 'bullying' is any action on the part of an individual or group that causes fear, misery, upset, pain or psychological hurt to an individual or group as is perceived by the victim.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent - if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities or other vulnerabilities are involved. If the victim might be in danger then intervention is urgently required. All incidents relating to protected characteristics must be reported and monitored. All ~~are~~ protected characteristics must be reported and monitored.

3 Manifestations of bullying

Bullying is anything that induces fear, misery or harm. It is manifested in a variety of ways which may be physical, verbal, written or through images. It can include taunting, torments or insults.

Bullying behaviour can include:

- Intimidation - using power over an individual which might include a person's position or physical power – threats.
- Racist behaviour and racist name calling.
- Sexist behaviour.
- Behaviour that relates to a person's sexual orientation.
- Behaviour that relates to a person's religious convictions.
- Behaviour that relates to a person's physical appearance, for example, weight, size or dress.
- Isolating individual from groups or group activities.
- Physical attacks.

- Cyber bullying, for example through inappropriate text messaging; e-mailing; chat rooms, sending offensive or degrading images by phone or via the internet.
- Producing offensive graffiti.
- Behaviour that relates to a person's ability.
- Making Offensive comments.
- Taking or damaging belongings.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'. Those students that associate with a bully must also take responsibility for their actions.

There are many forms that bullying can take including: physical assault, ridiculing people, jokes, spreading rumours, mimicking, isolation, threatening, intimidation, name calling, body language, extortion and cyber bullying this includes any misuse of technology.

THE PROCEDURES

4. Dealing with Bullying

We recognise the fact that bullying can and does take place in the school. It is not appropriate to say that it doesn't happen here.

Bullying can take place between:

- Student.
- Student and staff member.
- Between staff.
- Individuals or groups.
- Certain groups of students are known to be particularly vulnerable to bullying by others: these may include students with special educational needs such as learning or physical disabilities; young carers, Children in Care, those from ethnic and racial minority groups and those young people who may be perceived as lesbian, gay, bi-sexual, transgender or questioning their gender role.

5. Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

How to report:

Students should report any incident of bullying to their Personal Tutor, SSO or Head of House.

- Parents/carers should phone to speak to the student support officer or Head of House, if the staff member is not available the parent should give a brief outline of the incident to the receptionist who must then ensure that the information is shared with the Head of House or SSO with immediate effect. The parent should expect a call back the same day.
- All staff and visitors to report directly to reception providing as much detail as possible or to the Senior Leader responsible for complaints. Bystanders should report any incident of bullying to their Personal tutor, SSO or Head of House.

When an incident is reported the following should take place:

STUDENTS

- Written responses and details to be collected from those involved by the member of staff dealing with the issue, this should be led by the House of the instigator or perpetrator. Statements should be collated from those involved and witnesses, bystanders.

- The person or persons who have been doing the bullying are spoken to by member of staff. The purpose is to give the bully an opportunity to explain why, and to be reminded how serious the school considers the issue of bullying. Restorative approaches will be used so the bully understands the effect their actions have on the victim.
- In most circumstances it will be appropriate for all those involved to be brought together with appropriate members of staff to discuss the situation and to agree a solution to the problem using a restorative approach. The members of staff act as support and will chair the meeting.
- The Student Support Officer should ensure that all relevant staff are informed of the problem, this should include the Personal Tutor and Head of House.
- All parents will be informed of the facts and when and, if appropriate, involved in discussions in school. Personal Tutors or Heads of House will be involved in these meetings
- Appropriate sanctions will be applied depending upon the nature and degree of bullying.
- If appropriate: counselling / mentoring will be arranged with a suitable member of staff.
- From the outset the situation should be carefully monitored by the Student Support Officer and Personal Tutor who will keep each other informed.
- If a student is being bullied because of personal hygiene or other personal issues the Head of House may request a referral to be made
- All staff must report an incident to SLT (Leader of Wellbeing) relating to a protected characteristic. Protected characteristics include Race, Disability, Gender, Sexual Orientation, Age, Religion or Belief or Community Cohesion. See Appendix A.

BULLYING BY STAFF MEMBER

- The school has a duty to follow up any incidents relating to a member of staff who is alleged to be responsible of a possible bullying incident. This should be reported to the line manager of the staff member, statements taken and appropriate action taken this may involve a restorative conversation led by a team leader or if the incident is deemed to be of a serious nature it should be reported to the Headteacher. The Headteacher will refer to the Bullying and Harassment Policy as appropriate.

BULLYING BETWEEN STAFF

- Refer to staff code of conduct and the staff Bullying and Harassment Policy.

6. Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be passed to the SSO who will update the HOH and record the incident on SIMs including the procedures used to resolve the situation.

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.

Incidents of Bullying relating to protected characteristics will be presented to the governors in an anonymous format as part of the annual report.

The policy will be reviewed and updated annually. The policy review will be linked to the School Improvement Plan, developing our inclusive and harmonious ethos across the school community.

Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our students we at Jack Hunt school have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

A Methods of Prevention

- A1 Consistent implementation of expectations of students, including classroom rules and implementation of positive behaviour management.
 - A2 The issue raised regularly.
 - A3 The appropriate Head of House and Student Support Officer should be made aware of all incidents of bullying within their year groups. Any member of staff who is informed of a possible bullying incident has a duty to follow it up or report it to the appropriate member of staff.
 - A4 Use of PDE and other curriculum areas, Lesson 5 and circle time to raise the issue for open discussion.
 - A5 Raise awareness within the student body that all forms of bullying will not be tolerated and action taken.
 - A6 Use of assemblies – including external speakers.
 - A7 Students encouraged to seek help from their Personal Tutor and Head of House.
 - A8 Strategies on how to deal with bullying and from whom to seek advice to be placed on Year Notice Boards.
 - A9 Student Council, RAYLA (Restorative Approach Young Leader Award) and TIC (Talking in Confidence) involvement - therefore giving students a significant role to play in dealing with bullying and developing the whole school policy.
 - A10 Effective and consistent staff supervision in circulation areas at change of lesson and in open/social areas before school, break times, lunchtimes and after school.
 - A11 Train students to be TIC Counsellors and to get involved in RAYLA.
 - A12 The use of Sixth Form Prefects for supervision and support for younger students.
 - A13 The use of CCTV for information and monitoring purposes.
- B Strategies both as part of the curriculum and across the whole school:**
- B1 Restorative Approaches.
 - B2 Involvement in lesson 5 including Anti-bullying Unit.
 - B3 Student Leadership Opportunities.
 - B4 Anti-Bullying week annually in November.
 - B5 PDE/citizenship.
 - B6 Specific curriculum input on areas of concern such as Cyberbullying and internet safety.

- B7 Student voice.
- B8 Parent groups/extended schools.
- B9 TIC (talking in confidence) and Peer mentoring schemes.
- B10 Parent information events/information.
- B11 Staff training and development for all staff.
- B12 Counselling and/or Mediation schemes.

Links with other policies:

- Behaviour For Learning Policy
- Safeguarding and Child Protection Policy
- Acceptable Use Policy - Cyberbullying and internet safety
- Staff Bullying and Harassment Policy
- Rewards Policy
- Sex and Relationship education

APPENDIX A

	Jack Hunt School (Trust)	
Protected Characteristic Incident Form		

Please complete giving all relevant information and return direct to Nicky Abbs, PA to Senior Leadership Team.
Note: all information provided will be centrally recorded and submitted to Governors and Local Authority. Student Names are replaced with UPN numbers.

Member of staff reporting incident:	Date Form Completed:
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Date/Time of Incident	Information on Victim/s			Information on alleged perpetrator/s			Brief details and actions taken						
	Name	Year	Tutor Group	Name	Year	Tutor Group	R	D	G	SO	A	R/B	CC