



ANTI-BULLYING POLICY

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Staff Responsible: Head Teacher
Reviewed: June 2015
Review: June 2016

STATEMENT OF INTENT

At Brian Jackson College we are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure environment. Bullying of any kind is unacceptable within our College. If bullying does occur students should be able to tell and know what incidents will be dealt with promptly and effectively.

We are a TELLING College. This means that anyone who knows that bullying is happening is expected to tell the staff.

Brian Jackson's commitment:

Bullying is bad for the victim, bad for the bully and bad for the school. That is why it is important that the whole school community should work together to prevent it and, if it cannot be prevented on every occasion, to deal with it appropriately.

Aims:

We aim to:

1. Create a school ethos which encourages children to disclose and discuss incidences of bullying behaviour.
2. Raise awareness of bullying as a form of unacceptable behaviour with all school staff (including temporary, supply and volunteer staff), students and parents/carers.
3. Develop procedures for recording and reporting incidents of bullying behaviour.
4. Develop procedures for investigating and dealing with bullying behaviour.
5. Develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour.
6. Use the curriculum as an intrinsic vehicle to raise awareness to the schools views and a means of educating students to the schools expectations.
7. Ensure that all accessible areas of the school are supervised appropriately.
8. Seek the involvement of outside professional agencies if and where necessary.

Definitions of bullying:

A person is bullied when he or she is exposed, regularly and overtime, to negative actions on the part of one or more persons.

Bullying is the willful conscious desire to hurt, threaten or frighten someone. Bullying can be physical and/or verbal in nature. Physical assault to varying degrees of severity is distressing but verbal abuse is also painful. Other forms of bullying include rude gestures, intimidation and extortion, or other behaviors which cause anxiety or distress.

All definitions of bullying include three main parameters:

- Repetitive – prolonged over time
- An imbalance of power
- May be verbal, physical, social or psychological

The bully will use **threat** or **fear**.

Direct and indirect bullying

It is important to distinguish the difference between those who are bullies and victims, and the larger group of students who are onlookers. Sometimes bullies operate in secret places, but often they feel quite confident that no one will stop them and they bully others in public. The onlookers are then part of the bullying.

Reasons for bullying behaviour:

- Race
- Gender
- Sexual orientation
- Disability
- Socioeconomic status
- Nationality
- Language
- Religion or
- Other real or perceived differences

Reasons given for bullying:

- Dislike of victim
- Justify own inadequacy
- Power assertion over peers
- Attention seeking activity
- Inadequate/less able
- Jealousy
- Assert/affirm reputation
- Entertainment
- Racial minority group
- Affluence/poverty

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting, and destroying work/property.
- Physical - pushing, kicking, hitting, punching, or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumors, teasing
- Cyber – All areas of internet e.g. email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology i.e. camera/video facilities

Signs and Symptoms:

Pupils who are being bullied may show changes in behaviour, such as

- Becoming shy and nervous,
- Feigning illness,
- Taking unusual absences
- Clinging to adults.
- Changes in work patterns,
- Lacking concentration
- Truanting from the provision.
- Attempts or threatens suicide or runs away
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Is bullying other children or siblings
- Is frightened to say what's wrong
- Is nervous or jumpy when a cyber message is received

These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

- Students must be encouraged to report bullying in the provision. The provisions' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the provision policy.

Objectives of this Policy:

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

At Brian Jackson College we have a responsibility to respond promptly and effectively to issues of bullying.

The objectives of this policy are therefore, that

- All governors, teaching and non teaching staff, students and parents/carers should have an understanding of what bullying is
- All governors, teaching and non teaching staff should know what the College policy is on bullying and follow it when bullying is reported
- All students and parents/carers should know what the College policy is on bullying, and what they should do if bullying arises
- As a College we take bullying seriously. Students and parents/carers should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Managing a bullying incident:

It is widely recognized that there is a vast range of types of bullying, and varying degrees of severity. It is often difficult to detect more subtle types of bullying which may not be immediately obvious or overt.

However, as in all matters relating to standards and expectations, what follows rests on the professional judgment and discretion of all colleagues to exercise that judgment as and when it is felt appropriate and necessary.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Head of 14-16 Learning.
- The Head of 14-16 Learning will interview all concerned to establish validity.
- Staff will be kept informed and if it persists the Head will advise the appropriate staff.

- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned. Restorative practice will be practiced between the bully/victim.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice.
- Reassuring the student.
- Offering continuous support.
- Restoring self-esteem and confidence.

Students who have bullied will be helped by:

- Discussing what happened.
- Discovering why the student became involved.
- Establishing the wrong doing and need to change.
- Informing parents or guardians to help change the attitude of the student.

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Part time timetables
- Reparation activities
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Referral to Single Panel

Prevention

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school and the curriculum.

ANTI-BULLYING POLICY – INCIDENT FORM

Bullying - Incident Report Sheet

Incident Report No:	Date:
Time:	Location:
Student name :	Staff reporting:
What happened (staff report)	
Students comments :	
Parents comments:	
Action Agreed:	File for reference :
Arrange follow on meeting :	
Signed:	Date:

ANTI-BULLYING POLICY – INCIDENT FORM

I am being bullied.....

Type of bullying (please tick boxes)

- Physical e.g. hitting, punching
- Leaving me out on purpose
- Verbal abuse e.g. name calling
- Cultural
- Spreading rumours
- Homophobic
- Racial
- Texting/email
- Not respecting my personal belongings
- Being forced to do something I don't want to
- Other

This is happening:

- Now and then
- Every week
- Every day

How long has this been going on for?
Where is this happening?
Which area of the College is this happening in?
What time of day is this taking place?
Have you reported this incident before?

We want to help.....

If you fill in the details below we can come and talk to you (in private)

Name: _____

Age: _____

Today's date: _____

Who would you like to talk to about this? _____

How is the best way to contact you? (Leave contact details if you want) _____
