**JOHN SPENDLUFFE**

**TECHNOLOGY COLLEGE**



**ANTI BULLYING POLICY**

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This policy has been written in collaboration with students and staff members.

**Bullying is: “Behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally” (DfE definition).**

**John Spendluffe Technology College takes the issue of bullying very seriously, we aim to provide education to support the prevention of bullying for all members of our school community. Bully is not tolerated or accepted in our school community.**

The policy and procedures of this school will ensure that any student (once all information is collated) who is proved to be bullying other people will be re-educated as well as being sanctioned.

We all know that every school experiences bullying in varying degrees of severity. We believe that the methods the school uses to deal with the problem will help to reduce the number of bullying incidents.

We are committed to providing a friendly, safe and caring school environment where everyone can be comfortable and achieve their potential. The school will use a variety of strategies to provide an atmosphere of trust so that students feel secure, safe and confident in themselves and their place in the school.

If bullying does occur, students must tell any member of staff and know that incidents will be dealt with promptly and effectively. If they feel unable to tell a member of staff directly, it can be reported by their family members so that we can investigate and take action.

Although this policy refers to ‘students’, the governors of John Spendluffe Technology College wish to state that any form of bullying whether student to student, student to staff, staff to staff, parent to staff is totally unacceptable and this policy is therefore relevant where any bullying situation emerges.

**The various types of bullying are:-**

**Verbal**

* Threats and intimidation
* Name calling
* Being targeted due to your race, religion, ethnicity, gender, sexuality, disability or appearance.

**Physical**

* Punching, kicking, scratching, pushing someone
* Throwing things at someone
* Damaging or taking your belongings

**Psychological**

* Being excluded from groups
* Spreading rumours
* Influencing others to be negative/hurtful towards you

**Cyber**

* Sending abusive messages
* Posting insulting content on social media/internet
* Making silent or abusive phone calls

**Why is it important to respond to Bullying?**

Bullying hurts - there is a long term impact to those who are bullied, both mentally and physically. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who bully others need to be identified and be taught different ways of behaving.

We, as a school community have a responsibility to respond promptly and effectively to issues of bullying.

**Objectives of this policy:-**

• To ensure that all governors, teaching and non-teaching staff, students and families have an understanding of what bullying is.

• To ensure that all governors, teaching and non-teaching staff know what the school policy is on bullying and follow it when bullying is reported.

• To make clear that all students and parents know what the school policy is on bullying, and what they should do if bullying arises.

• To ensure that students and parents are assured that they will be supported when bullying is reported.

• To make it understood that bullying will not be tolerated.

**Signs and Symptoms:-**

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:-

• Is frightened of walking to or from school

• Doesn’t want to go on the bus

• Changes their usual routine and demeanour

• Is unwilling to go to school (school phobic)/ Begins to truant

• Becomes withdrawn, anxious or lacking in confidence

• Decline in mental health (self-harm/ run away)

• Struggles to sleep

• Standard of school work declines

• Arrives home with clothes torn or books damaged

• Has possessions which are damaged or “go missing” (repeatedly)

• Asks for money or starts stealing money (to pay bully)

• Has dinner or other monies continually “lost”

• Has unexplained cuts or bruises

• Comes home hungry/change in appetite (money/lunch has been stolen)

• Becomes aggressive, disruptive or unreasonable

• Uses social media to isolate others

• Is bullying other children or siblings

• Is frightened to say what’s wrong

• Is afraid to use the internet or mobile telephone

• Is nervous and jumpy when a cyber-message is received

• Gives improbable excuses for any of the above

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

**Procedures:-**

1. Report bullying incidents to any member of staff and if it recurs, tell the same member of staff again (so they are aware of previous concerns) . This can be in person, by telephone or by message on Bromcom.

2. In all cases of bullying, the incidents will be recorded by staff.

3. In all cases parents will be informed and in serious cases will be asked to come in for a meeting to discuss the problem.

4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

5. The bully/bullies will receive support and opportunities to change their behaviour as well as sanctions.

6. Some forms of bullying may break the law and may need to be reported to the police by the school. These include:

* Violence or assault
* Theft
* Repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages, sexual harassment and peer on peer abuse
* Hate crimes – any incident which the victim, or anyone else, thinks is based on someone’s prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

**Outcome:-**

1. The bully (bullies) will be given the opportunity to apologise genuinely. Other consequences will take place, in the form of detentions and community service

2. The schools behaviour policy will be referred to and in serious cases, isolation, suspension or even exclusion will be considered

3. If possible, the students will be reconciled, where people feel this is appropriate.

4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

**Prevention:-**

“A school’s response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.

(Department for Education - Preventing and tackling bullying, July 2017)

Preventing bullying behaviours can be possible through a range of proactive measures. At Rossett School, we look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

• Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it

• Duty points have been carefully considered to ensure there are no ‘dead spaces’ where bullying can take place undisturbed

• PSHEE programme

• Writing stories and poems or drawing pictures about bullying

• Reading stories about bullying or having them read to a class or assembly

• Role-plays- performing arts

• Having regular discussions about bullying and why it matters

• Signing a behaviour contract

• Peer support

• Anti-bullying programme - Diana awards

• Student voice – the student council collaborated with staff to write this policy

**Basis for effective action:-**

• Clear rules for acceptable / unacceptable behaviour

• Clear Sanctions in place for repeated bullying behaviour

• Through Citizenship, PSHE curriculum

• Through tutor time activities

• Staff and student leaders are visible around the school grounds out of lesson times

• Periodic training of staff and student leaders to ensure consistency of approach

• Records of student behaviour used to set targets and to discuss progress with parents

• Regular raising awareness days for students.

**Implementation of our statutory duty:-**

The School will ensure that the following steps will 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 a member of the Progress Team or the Leadership Team

• The Progress Team or Leadership Team will ensure that interviews will be carried out for all concerned and the incident will be recorded

• Tutors will be kept informed and if it persists, the Tutor will advise the appropriate members of staff

• Parents/Carers will be kept informed

• Punitive measures will be used as appropriate and in consultation with all parties concerned.

**Students who have been bullied will be supported by:**

• Offering an immediate opportunity to discuss the experience with a member of staff

• Reassurance for the student

• Offering continuous support

• Support from staff to have the option of a restorative conversation with the student concerned

• Restoring self-esteem and confidence

• Providing external support if required

**Students who have been named as bullies will be helped by:**

• Discussing what happened

• Discovering why the student became involved

• Establishing the wrong doing and need to change

• The opportunity to make amends and have a restorative conversation with the person they have bullied

• Informing parents or carers to help change the attitude of the student

• Based on the severity of actions, consequences to be followed

**The following disciplinary steps can be taken:**

• Official warnings to cease offending

• Arrangements to be made to attend anti bullying sessions

• Detention

• Exclusion from certain areas of school premises at specific times e.g. break and lunch times

• Isolation in the Withdrawal Room

• External isolation at QEGS

• Suspension from school for fixed duration or in exceptional circumstances Permanent exclusion

• Confiscating of mobile phone whilst in school

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, Tutorial time, assemblies 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.

**POLICY DOCUMENTS**

The following policy document was presented to the Governing Body of John Spendluffe Technology College and approved and adopted by them on the date stated.

Policy: Anti-Bullying

Signed as approved on behalf of the Governing Body

Mr S Curtis, Headteacher

Date: November 2023