

# **JOHN SPENDLUFFE TECHNOLOGY COLLEGE**



## **ANTI BULLYING POLICY**

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This policy has been written by students and staff members.

Bullying means: the behaviour of a person who hurts (emotionally, mentally and, or physically) or frightens someone smaller or less powerful, bullying is a **repeated** action

*The John Spendluffe Technology College takes the issue of bullying very seriously, we aim to provide education to support prevention for all members of our school community.*

*We believe that bullying at any level is a barrier to learning and positive relationships. 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 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, all students should be able to tell any member of staff and know that incidents will be dealt with promptly and effectively, once information is collated.

We wish to promote the message that we are a school that works with students and families to stop bullying and to provide opportunities to share experiences, students must tell an adult in school if bullying is happening.

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.

### **We recognise that bullying includes the following:-**

- Name calling
- Physical action
- Taking things away from you/stealing someone's else's property
- Damaging your belongings
- Influencing others to be negative/hurtful towards you
- Spreading rumours
- Threats and intimidation

- Making silent or abusive phone calls
- Sending you offensive text messages
- Posting insulting content on social media/internet
- Bullies can also frighten you so that you don't want to go to school, so that you pretend to be ill to avoid them
- Being targeted because of your religion, race, gender, sexuality, disability, appearance, ethnicity or race.

## **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 are bullying need to learn different ways of behaving.

We, as a school community has 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
- Starts stammering
- 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)
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. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. The bully (bullies) will receive support and opportunities to change their behaviour.

#### **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:-**

We will use various methods for helping children to prevent bullying. As and when appropriate, these will include:-

- PSHEE programme
- Writing stories and poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays- performing arts
- Having discussions about bullying and why it matters
- Signing a behaviour contract
- Peer support.
- Anti-bullying programme- Diana awards
- Student voice- writing this policy

### **Basis for effective action:-**

- Clear rules for unacceptable behaviour
- Through Citizenship, PSHE curriculum
- Through tutor time activities
- Staff and prefects are visible around the school grounds out of lesson times
- Periodic training of staff and prefects to ensure consistency of approach
- Records of student behaviour used to set targets and to discuss progress with parents
- Regular awareness raising 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 subject teachers
- 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
- 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
- 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 ILB
- 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: March 2022