



# **Anti-Bullying Policy**

**Policy Date: June 2017**

**Renewal Date: June 2019**

# Sir Jonathan North Community College

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## Statement of Intent

Our vision at Sir Jonathan North Community College is to have high standards of teaching and learning which challenge our students to achieve. Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school
- Helping students towards an understanding of what is right and wrong
- Providing a caring, friendly and safe environment for all students so they can learn
- Encouraging positive relationships

Bullying of any kind is unacceptable. If bullying does occur, all students should feel able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING and LISTENING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

We believe in tackling incidents of bullying by encouraging an environment where individuality and diversity is celebrated and individuals can develop without fear. This involves including and engaging everyone's perception of bullying. We promote and reward good behaviour and respect for others with the aim of preventing all forms of bullying.

## Definition of Terms

### What Is Bullying?

Sir Jonathan North Community College adopts the Government's definition of bullying:

***'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'***

Source: Preventing and Tackling Bullying DfE October 2014 (p6)

Bullying is the use of aggression with the intention of hurting another person. It results in pain and distress to the victim. Bullying is usually conscious and wilful and commonly consists of repeated acts of aggression and / or manipulation. It is something which takes place [Several Times On Purpose](#). It can take a number of forms – both physical and non-physical, either in a combination or in isolation. Two thirds of all bullying is verbal, and increasingly this happens in un-moderated chat rooms or by instant messaging, or via text messages on mobile phones. Bullying can also be because of prejudice against particular groups (for example, because of Special Educational Needs, on grounds of race, religion, gender, sexual orientation or transgender status, or because of caring duties).

Bullying can involve:

- ◆ Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- ◆ Physical pushing, kicking, hitting, punching or any use of violence, damage to property
- ◆ Racist racial taunts, graffiti, gestures
- ◆ Faith or Religion regarding beliefs, dress or religious symbols
- ◆ Sexual unwanted physical contact or sexually abusive comments
- ◆ Homophobic associated with or focused on the issue of sexuality

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- ◆ Verbal name-calling, sarcasm, spreading rumours, teasing, threats
- ◆ Cyber all areas of internet - email and internet chat room misuse; mobile threats by text messaging and calls and misuse of associated technology, i.e. camera and video facilities.
- ◆ Disability disability-related harassment
- ◆ In the community on the bus, at the park, in places of worship – including cyberbullying
- ◆ Bullying through a third party

## Why is it Important to Respond to Bullying?

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.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## Aims and Objectives

The aim of our anti-bullying policy is to:

- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning
- Ensure that all governors, teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported
- Clarify for students and staff what bullying is and that it is **always** unacceptable
- Explain to staff, students and the school community why bullying and harassment occur and their impact on individuals and the school as a whole
- Assure students and parents that they will be listened to and supported if bullying is reported

The college also intends:

- To involve students in any planning, discussion and dissemination of work related to anti-bullying
- To have in place an anti-bullying support system that all staff and students understand and are applying consistently
- To regularly monitor and review the policy with the full involvement of staff, students, parent/carers and the wider school community.

## Practice And Procedures

### What we do to prevent bullying

Everyone involved in the life of the college must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour, and by being clear across the college that we follow college rules. All members of the college community are expected to report incidents of bullying.

1. **Staff** have a vital role to play as they are at the forefront of behaviour management and supporting young people's sense of well being in college. They have the closest knowledge of the young

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people in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff to:

- Provide students with a framework of behaviour including a classroom code which supports the whole college behaviour for learning policy
- Behave in a respectful and caring manner to students and colleagues; to set the right tone to help create a positive atmosphere
- Provide students with a good role model
- Raise awareness of bullying through assemblies, tutor time, citizenship and religious studies lessons, discussion, Peer support, School Council and dedicated notice boards
- Train students to be peer mentors and Anti-bullying Ambassadors with FABAD (Friends Against Bullying) and TAH (Together Against Homophobia) club leaders and support them in this role
- Show respect, support and care towards all students and colleagues, setting a good tone and creating a positive atmosphere where bullying and violence are not tolerated
- Support the Friends Against Bullying and Discrimination and Together Against Homophobia student groups
- Keep the Governing Body well informed regarding issues concerning behaviour management through the Principal

2. **Parents/carers** need to understand and be engaged in everything that is being done to make sure that their daughter enjoys and feels safe at school.

We expect parents/carers to:

- Support us in meeting our aims
- Contact the college if they have any concerns about bullying
- Feel confident everything is being done to make sure their daughter is happy and safe in college
- Support the college in being fully involved in any aspect of their child's behaviour

Copies of leaflets and booklets on anti-bullying are located in the Parent's Room

### 3. **Governors**

We expect the governors to:

- Support the Principal and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

### 4. **Students**

We expect students to:

- Report incidents of bullying directly to staff at the College or via e-mail [support@sjncc.leicester.sch.uk](mailto:support@sjncc.leicester.sch.uk)

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- Feel supported in reporting incidents of bullying
- Feel confident that everything is being done to make the college a safe and secure environment for them to achieve and learn
- Support the Principal and staff in the implementation of this policy
- Be involved in the monitoring and review of the policy
- Be reassured that incidents of bullying will always be investigated and appropriate action taken
- Be involved in the anti-bullying work at the college
- Take steps to ensure they are not a bystander

## **Reacting to a Specific Incident**

### **Dealing with and Recording an Incident**

All reported incidents will be taken seriously, investigated, recorded and acted upon. Parents/carers of perpetrators and victims/targets will be informed.

Where the incident is of a Racist, Sexual or Homophobic nature the local Authority will be informed.

### **Reporting:**

- Staff witnessing incidents or receiving reports of bullying must record their concern and forward to the Progress Leader as soon as possible
- Parents with concerns about their child being bullied should contact the Progress Tutor or Progress Leader at the college
- Students witnessing or experiencing bullying should report it as soon as possible to a trusted adult or send their concern via the e-mail [support@sjncc.leicester.sch.uk](mailto:support@sjncc.leicester.sch.uk)
- Incidents will be recorded on the SIMS database
- Parents/carers who have reported an incident or concern will be contacted to discuss their concerns

### **The college will:**

- Have a named Anti-bullying champion and hold the ABC Award (Anti-Bullying Community)
- Support all involved in the incident. It will give time for the victim and the bully to express their feelings and concerns and provide a forum for conflict resolution
- Discuss with the students the college expectations regarding behaviour (college behaviour code)
- Provide a dedicated support service using technology e-mail address: [support@sjncc.leicester.sch.uk](mailto:support@sjncc.leicester.sch.uk)
- Be a Stonewall School Champion
- Maintain a high profile for Anti-Bullying work in the college through SEAL, assemblies, lessons, mentoring, display and notice boards, the Friends Against Bullying and Discrimination club (FABAD) and Together Against Homophobia (TAH)
- Train all staff including lunchtime supervisors
- Provide extra-curricular activities and clubs at lunch time

### **The college will have pro-active and re-active strategies in place**

Both the victim and the perpetrator will receive help in recording and talking through their feelings in order that the incidents are fully resolved.

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## Pro-active strategies

- Conflict resolution
- Restorative justice
- Mediation
- Peer support
- Anti-bullying student group
- Trained Anti-bullying Ambassadors
- Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality
- Raise awareness of diversity
- Counselling
- Work on self-esteem, confidence, positive body language, resilience

## Re-active strategies

These are intended to hold students to account for their behaviour and ensure that they face up to the harm they have caused and learn from it. They will be applied fairly, proportionately, consistently and reasonably taking account of any special educational needs (SEND) or disabilities that students may have and taking into consideration the needs of vulnerable children.

The steps taken will depend on the severity of bullying and whether it is a first or repeated incident. The following sanctions or combination thereof will be used:

- Time away from the classroom
- Time spent alone
- Alternative areas for social time
- Detention
- Parent meetings / phone call conversations
- After school raising awareness workshops
- Behaviour contract
- Meetings with the police
- Internal, fixed term or permanent exclusion

## Supporting Students

The victim and perpetrator will be offered support after any incidence of bullying. Where a particular group or individual has problems with bullying incidents then that group or individual may have a number of strategies applied to resolve the situation.

### Perpetrators will:

- Accept sanctions and consequences
- Face up to the harm they have caused and accept responsibility for their actions
- Learn positive strategies for dealing with negative emotions such as anger
- Take steps to repair the harm they have caused

Use of the SIMS database and/or interviews/surveys of students, staff and parents will determine long term impact of the strategies.

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## Help Organisations

Advisory Centre for Education (ACE)	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti-bullying Alliance	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Anti-bullying Strategy Team	<a href="http://www.beyondbullying.com">www.beyondbullying.com</a>
Beatbullying	<a href="http://www.beatbullying.org">www.beatbullying.org</a>
Bully Free Zone	<a href="http://www.bullyfreezone.co.uk">www.bullyfreezone.co.uk</a>
Bullying online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Childline Free 24 hour helpline	<a href="http://www.childline.org.uk">www.childline.org.uk</a> 0800 1111
Children's Legal Centre	<a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a>
Direct Gov website	<a href="http://www.direct.gov.uk">www.direct.gov.uk</a>
Education Action Challenging Homophobia (EACH)	<a href="http://www.eachaction.org.uk">www.eachaction.org.uk</a>
H2bsafety centre	<a href="http://www.h2bsafetycentre.com">www.h2bsafetycentre.com</a>
KIDSCAPE	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
KOOTH online counselling	<a href="http://www.kooth.com">www.kooth.com</a>
Parentline Plus	<a href="http://www.parentlineplus.org.uk">www.parentlineplus.org.uk</a>
Relate	<a href="http://www.relate.org.uk/teen-bullying">www.relate.org.uk/teen-bullying</a>
Young Minds	<a href="http://www.youngminds.org.uk/Helpline">www.youngminds.org.uk/Helpline</a>

## **References**

Department for Education

***Keeping children Safe in Education September 2016***

***Working Together to Safeguard Children 2015***

***The prevent duty: for schools and childcare providers 2015***

***Preventing and Tackling Bullying: Advice for head Teachers, Staff and Governing Bodies October 2014***

Department for Children, Schools and Families

***Safe to Learn: Embedding anti-bullying work in schools 2007***

***Don't Suffer in Silence***

Department for Children, Schools and Families

***Homophobic bullying***

Leicester City Council

***'Roar Like a Lion'***

## **DfE resources**

Make Them Go Away (SEND DVD): [http://www.youtube.com/user/educationgovuk#p/u/6/ug\\_8lY52B1Q](http://www.youtube.com/user/educationgovuk#p/u/6/ug_8lY52B1Q)

Let's Fight it Together (Cyberbullying DVD): <http://www.youtube.com/watch?v=dubA2vhllrg>

## **Legislative links**

The statutory duty on schools to promote good behaviour Education and Inspections Act 2006 Section 89

<http://www.legislation.gov.uk/ukpga/2006/40/section/89>

The power to tackle poor behaviour outside of school Education and Inspections Act 2006 Section 89(5)

<http://www.legislation.gov.uk/ukpga/2006/40/section/89>

The Equality Act 2010

[http://www.equalities.gov.uk/equality\\_bill.aspx](http://www.equalities.gov.uk/equality_bill.aspx)

See also: Behaviour for Learning and Single Equality Act policies

## **Policy Review**

The School Council, Friends Against Bullying and Discrimination Club (FABAD), Together Against Homophobia (TAH) and the Parent Forum review the policy bi-annually.