THE JOHN OF GAUNT SCHOOL
- A Community Academy -

THE JOHN OF GAUNT SCHOOL
ANTI-BULLYING POLICY

Originator	Reviewed by	Date of Review	Approved by	Date of Approval	Next Review Date	Website
ESP	S&C	30/01/17	Board	06/02/17	Jan 2019	Yes

Contents:

Vision Statement

'Creating an irresistible climate for achievement'

- We challenge, support and encourage every student to **achieve their potential**.
- We believe **effort** and **dedication** lead to success and we **raise aspirations**.
- We **personalise our provision** to meet the needs of individuals.
- We enable our students to flourish as **confident learners and leaders** of our community.
- We create a culture where all stakeholders **feel valued, supported and proud**.
- We **work collaboratively** to improve outcomes for our students and support other schools to improve.

"Students comment that bullying is rare". Ofsted 2014

This policy has been written with regard to DfE guidance on cyber bullying (2014) and should be read in conjunction with The John of Gaunt School rules for responsible computer and internet use.

Definition of bullying, *Wiltshire's Children & Young People's Trust Board and Wiltshire's Anti-bullying Steering Group*

"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally".

Physical: Any form of violence such as kicking or pushing
                    Any unwanted physical contact

Verbal: Name-calling, spreading rumours, teasing people about the way they look
                    or being rude about their family. Humiliating others is not acceptable.

Rude gestures, nasty looks and leaving people out are also forms of bullying behaviour. In line with Wiltshire's Anti-bullying Steering Group's recommendation, a bullying incident is anything which is perceived to be bullying by the victim or any other person. However, it is to be noted that just because an incident is alleged or perceived to be bullying does not mean that it **is** bullying. But it does mean that it must be recorded and investigated in line with the Anti-Bullying policy and guidelines.

We must be aware of the misuse of new technologies and communication methods, such as the internet and text messaging as means of bullying and treat these with the same importance as all other forms of bullying behaviours. – see section on cyber bullying (and appendix for DFE guidance)

The school's aims and objectives

At John of Gaunt, we aim to create an irresistible climate for learning by supporting everyone in the school community and by working in partnership to remove any barriers to this learning.

With this in mind, we must have the objective of creating a safe environment in which students and adults can be free from bullying and aggressive behaviour while learning to respect each other and be tolerant of their differences.

This anti-bullying policy is part of the whole school commitment to rid our learning environment of bullying behaviour and promote positive behaviour. It should be read in conjunction with our:-
- Behaviour Policy
- Rules for responsible computer and internet use
- Staff Code of Conduct
- E-safety policy

Process

- Any report of bullying will be taken seriously and dealt with in a consistent and delicate manner, taking care not to victimise or blame any party. Our approach is not to blame any individual and the word bully should be avoided at all costs, **labelling a child as a bully is counter-productive and unhelpful.**

- Our emphasis must be on supporting all parties in order to find the root of the problem, steering away from the tendency to talk about specific incidents and instead, focus on how certain behaviour makes the student feel.

- As teachers and parents, it is our job to educate students on what constitutes acceptable social behaviour and be role models of anti-bullying behaviour. This will in turn help them to get along, modifying any behaviour which may not be accepted in school. Students need to be understanding and tolerant of others, considering their needs and their right to feel safe.

- We encourage students to hold an ethos of co-operation, tolerance and respect for others.

- Students demonstrating bullying behaviour must not be accused or labelled but supported, encouraged and given a chance to rectify their behaviour. The onus must be on the students involved to search for a solution to the problem and this may involve working with the bystanders and the victim. What we must aim for is to help students demonstrate socially acceptable behaviour and to have compassion for the victim.

- Sanctions such as exclusions are applicable if students displaying bullying behaviour are intransigent over time and all other avenues are exhausted.

- All reported incidents of bullying must be logged on Sims including how the incident is responded to by the school. Incidents of racist and homophobic bullying will be recorded on a student's individual record on Sims as 'verbal bullying' but must additionally be recorded in a log book with numbered pages which will be held centrally by the student development team.

CYBER BULLYING

Cyber bullying is the use of modern communication technologies by an individual or group to embarrass, humiliate, threaten or intimidate others in an attempt to gain power and control over them. Cyber bullying will be addressed in ICT, PSHE and other relevant lessons.

Cyber bullying has become an unfortunate result of the convenience that 'new technologies' afford including bullying of students and adults including:

- with mobile phones, text messaging and phone calls
- via the Internet, including emails, hacking, pictures, video clips, website creation and manipulation, using public forums to repeatedly harass, posting derogatory or defamatory statements in order to provoke a response from their target (sometimes referred to as flaming), and manipulating through pressure a student to reveal personal information or arrange a physical meeting. Often social media sites such as Facebook, Snapchat and Instagram can be used for such cyber bullying.

The school will support students who are victims of cyber bullying. Cyber bullying is criminal behaviour and the school will contact the Police if it deems it necessary.

Any staff, student or parents should report suspected or known cyber bullying to a member of the Student Development Team or the Headteacher. (Guidance for students and parents can be found in the appendix)

All incidents of cyber bullying must be logged.

The Process

Talking to the victim

- The victim must be given the time and opportunity to speak and made to feel that he/she has done the right thing in speaking to someone about the problem. He/she should be encouraged to say how they feel and if possible write down the emotions felt as a result of this behaviour.

- If cyber bullying has occurred, evidence such as text messages or chat room messages should be gathered. If website material is to be accessed, the **HEADTEACHER MUST BE** informed prior to viewing. The victim needs to be reassured that something will be done to support him/her. Encourage the victim and empower them so that they suggest ways that he/she thinks the situation might be put right and what he/she can do to help themselves (See Appendix – Advice for students). Consider the use of a monitoring sheet (see attached) and explain the aims of this to the student. It is designed for discrete use so that the victim can feel that the problem is being addressed and this will provide the basis for the next meeting with the student. Entries on the monitoring sheet should concentrate on how the victim is feeling as a result of any negative experiences. Positive experiences can also be recorded since this may encourage the student to concentrate on any change for the better.

Informing others

- A powerful element of the restorative approach is to involve parents at the appropriate time and not as an immediate response. This is a sensitive issue. If it is a parent who has informed a teacher of the situation it is imperative to keep them informed and the monitoring sheet is an aid to this. One aim in dealing with bullying situations is to remove fear and resentment. If a perpetrator feels powerless, they may seek to gain power by continuing their behaviour or redirecting it to other 'victims'. If in doubt about this please refer the matter **up**.

- The student's tutor and House Leader should be informed and details of the incident and action taken should be written down on a student referral sheet. All serious incidents are reported to the Leadership Team and advice should be sought – the Headteacher should be informed of cyber bullying situations and will readily advise on anti-bullying strategies.

The perpetrator/s

- Speak to the perpetrator/s without making them feel as though they are in trouble. Give them a chance to talk about their behaviour and any provocation they may feel justifies their action, and allow them to come to a conclusion as to whether or not they feel this is acceptable. It is possible that you might say how the victim is feeling as a result of their behaviour and you should encourage them to think of ways to put the situation right. In cases of cyber bullying the perpetrator needs to be made aware that they are likely to have broken the law.

- If you feel that the student feels genuine remorse for what happened then it may be beneficial to hold a meeting with all involved to discuss where to go from here. **The students should be the ones to come up with ways to avoid future problems since giving them responsibility allows them to put things right and reduces the likelihood of a reoccurrence.** Restorative justice is our aim.

Follow up

- Ideally meet with the victim at a previously arranged time, within a two week period to check the progress. The monitoring sheet can be discussed and reviewed to see if another week of observation is necessary. In cases of cyber bullying a daily check with the victim is advisable.

- In serious cases parents of both parties must be informed of what has happened and any action taken should be discussed – parental involvement in cases of cyber bullying is advisable.

Sanctions

- Sanctions have not been proven to reduce incidents of bullying and have even been shown to make the situation worse. Punishment tends to cause resentment and reinforces bullying as an approach for life, fearing punishment the perpetrators often hide the facts making the root of the problem so much harder to trace.

The very nature of bullying means that every case is different and thus should be dealt with on an individual basis. However, we must ensure that we are consistent in our approach and any sanctions employed for persistent occurrences must be dealt with in consultation with the Leadership Team to ensure this level of consistency.

Conclusion

This anti-bullying policy, as with any other, can only be as effective as we make it. This policy cannot stand alone and will only reduce bullying if it is employed as part of a wider strategy. Prevention plays a huge part in an anti-bullying policy and every member of the school and its community has a job to do here. We must work together as a school to:

- **Raise students' self esteem.** Every student has the right to be in this school, to learn and to develop as people in an environment where they feel valued and important.
- **Raise awareness.** Any negative experience involving other students should be reported by the victim to his/her form tutor or a teacher they trust.
- **Teach assertiveness skills.** Students must learn how to help themselves in order to equip themselves for life outside of school. These are invaluable skills and will help the child throughout life in the real world.
- **Use the curriculum** as a tool for teaching about tolerance, equality and other elements that can pro-actively reduce bullying.

Appendix

DFE – Guidance for headteachers and staff – Cyber-Bullying:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

DFE – Guidance for parents – Cyber-Bullying:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice_for_parents_on_cyberbullying.pdf

CYBERBULLYING
TIPS FOR TEENS

It seems like ages ago when the world existed without computers, cell phones, or gaming systems. Nowadays we can't imagine going anywhere without our phones. We hop on the computer and browse the Internet the second we get home, and we spend hours playing games online with people all across the country. Always remember to be careful; with new technology comes new ways to bully others.

CYBERBULLYING: WHAT IS IT?

Cyberbullying is using the Internet, cell phones, or other technology to send or post images or texts intended to hurt or embarrass another person. Examples include:

+ Posting a threat or slur against someone on a website
+ Posting an embarrassing video about someone on a site such as YouTube or Facebook
+ Spreading a rumor about someone via text message or online
+ Pretending to be someone else online in order to trick, tease, harass, or spread rumors about another person
+ Threatening someone through a live streaming gaming system such as Xbox or PlayStation

WHY CYBERBULLYING?

When surveyed, 81 percent of youth say that teens cyberbully because it is no big deal.
Other reasons are as follows:

+ They don't think about the consequences.
+ They are encouraged by friends.
+ They think everybody cyberbullies.
+ They think they won't get caught.
+ **Remember:** Cyberbullying is a big deal and, more simply, it's wrong. Don't write it, don't forward it.

WHAT CAN I DO IF I'M BEING CYBERBULLIED?

+ Tell an adult you trust about what's going on.
+ Don't delete any of the emails, texts, or messages. They can serve as evidence.
+ Keep a record of incidents.
+ Don't forward any mean messages that spread rumors about you or someone else.
+ Don't cyberbully back. Revenge is never the best answer.
+ If possible, report the incident to the administrator of the website. Many websites including Facebook and YouTube have safety centers to report cyberbullying.
+ Recognize that you don't deserve to be treated that way, and you deserve respect.

HOW CAN I PREVENT IT?

+ **Refuse to participate in cyberbullying!**
+ Talk to a trusted adult if you know someone who is being cyberbullied.
+ Start an anti-bullying program in your school to educate your peers that cyberbullying is hurtful and wrong.
+ Start (or sign) an anti-bullying pledge in your school where students pledge not to bully others and to speak up if they know someone who is being bullied.
+ Raise awareness of the cyberbullying problem in your community by holding an assembly and creating fliers to give to younger kids or parents.

For more information check out www.ncpc.org

Tips for children and young people

Are you a young person who's being bullied? Or maybe you're witnessing others being bullied? Either way there are ways around it. Here's our anti-bullying tips for you.

◊ It doesn't matter what colour hair you have; how you speak; how you walk; how you talk – **it is not your fault if you get bullied**. We are all different in some way and that's what makes us amazing.

◊ Whether you are a boy or a girl, old or young, big or small – bullying makes you feel rubbish and it's okay to be upset about it. **The important thing is that you tell someone about it.**

◊ If you feel you can, talk to a teacher you trust or your parents, brother or sister. If you don't want to do that **you can always call Childline** 0800 11 11 or visit www.childline.org.uk.

◊ Keep a record of what happened, when it happened, and who was involved. If the bullying is online, **keep the evidence** – save or copy any photos, videos, texts, emails or posts.

◊ It can be tempting if you are being bullied to retaliate – to send a horrible message back to someone, to try and embarrass and hurt the other person, or to fight back. **This is not a good idea – you might end up getting into trouble or get yourself even more hurt.**

◊ **Think about other ways you can respond to bullying.** For example, practice saying: "I don't like it when you say that/do that – please stop." Think about other people who can help you if you are being bullied – this could be other classmates, or a teacher.

◊ **Only hang out with people who make you feel good about yourself.** If someone constantly puts you down they are not a real friend and not worth your time.

◊ **Be kind to yourself**, and do things that make you feel good, relax and make new friends. You might play an instrument; write lyrics; draw cartoons; dance; act or join a sports club. This is your life so make sure it's the best life possible – don't let anyone bring you down.

◊ **Remember to be kind to other people!** Just because someone is different to you – that doesn't mean you are better than them or have a right to make them feel bad. If you mess up, say sorry. You don't have to be friends with everyone – but you should always show respect, make it clear that you don't like it when people bully others, and stick up for people who are having a hard time.

Image © Shutterstock.com/ Falvinho_Bow

If you're worried about bullying speak to someone you trust or call Childline on 0800 11 11

Tips for parents and carers

If your child is being bullied or you think they might be, here are some tips on how to talk to them and prevent further bullying.

◊ If your child is being bullied, **don't panic.** Explain to your child that the bullying is not their fault and together you will sort this out.

◊ **Bullying is never acceptable**; and should always be taken seriously. It is never your child's fault if they've been bullied.

◊ Try and **establish the facts**. It can be helpful to keep a diary of events. If the bullying is online, save or copy images and text.

◊ **Find out what your child wants to happen.** Help to identify steps you can take; and the skills they have to help sort out the situation. Make sure you always keep them informed about any actions you decide to take.

◊ **You may be tempted to tell your child to retaliate but this can have unpredictable results.** Your child might get into trouble or get even more hurt. Rather – role play non-violent ways they can respond to children that are bullying them (e.g. "I don't like it when you say that to me / do that to me. Stop."); show them how to block or unfriend people if the bullying is online and help them identify other friends or adults that can support them.

◊ **Encourage your child to get involved in activities that build their confidence and esteem,** and help them to form friendships outside of school (or wherever the bullying is taking place).

Get some advice.

There are many organisations that can give you some advice.
Contact them if you are worried about bullying and want to talk to someone.
http://www.anti-bullyingalliance.org.uk/advice parents-carers/

You can access our free anti-bullying online information tool at www.anti-bullyingalliance.org.uk/parenttool