

ANTI-BULLYING POLICY

Adopted: January 2015

Next Review: January 2018

This policy is to be read in conjunction with the “Linked Documents” listed at the end. We acknowledge the work of Kidscape, on whose model policy this is based.

Statement of Intent

JCoSS is committed to providing a caring, nurturing and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at JCoSS. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Our watchword is “Tell, tell, tell”. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff.

The JCoSS Golden Rules are the basis of good interaction between all, focussing on the central concept of *menschlichkeit* – being a good, considerate person.

Definition of Bullying

Bullying is persistent behaviour with the intention of hurting another person, which results in significant pain and distress to the victim. No one deserves to be a victim of bullying; everybody has the right to be treated with respect. Those who bully need to learn different ways of behaving; those who feel bullied need protection, but may also need help to manage their response to hurtful behaviour.

Not all hurtful behaviour is bullying; on the other hand, it is possible to feel bullied by someone who is unaware of the impact of their behaviour. While all hurtful behaviour needs to be challenged, bullying is a category that needs a particular response because of the impact it has on victims and the habits of mind that often exist in those who bully.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, including supremacist intra-Jewish taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email & internet chat room misuse; mobile threats by text messaging & calls; misuse of associated technology, e.g. camera & video facilities

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these *possible* signs and that they may need to investigate if a child:

- is frightened of walking to/from school; doesn't want to go on the bus; begs to be driven to school
- feels ill in the morning; is unwilling to go to school (school phobic), or begins to truant
- changes their usual routines or behaviours
- becomes withdrawn anxious, lacking in confidence, starts stammering
- attempts or threatens suicide or runs away
- begins to do poorly in school work
- comes home with clothes, books or possessions damaged; has money continually "lost"; comes home hungry; asks for or steals money
- has unexplained cuts or bruises, stops eating
- becomes aggressive, disruptive or unreasonable
- is afraid to use the internet or mobile phone; is nervous & jumpy when a cyber message is received
- is frightened to say what's wrong, or 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 staff
2. Incidents will be recorded by staff; the Behaviour Policy explains the procedures and actions for infringements.
3. In serious cases parents will be informed and will be asked to come in to 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. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) may be asked to apologise sincerely and to change their behaviour.
2. Sometimes it is necessary for the victim to change their behaviour. Unhealthy or unwise behaviour can attract unnecessary negative attention.
3. Where possible, steps will be taken to bring about reconciliation between those involved following the principles of *teshuvah* outlined in the Behaviour for Learning Policy.
4. Other consequences may take place in accordance with the Behaviour for Learning Policy, up to and including exclusion in serious cases
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Linked Policies & documents

1. Behaviour Policy (explains sanctions and rewards)
2. Home School Agreement, Classroom Code and the four Golden Rules (underpin the general expectations of behaviour).
3. Incident Sheet.