



The Jane Lane School

Policy for ANTI-BULLYING

Policy proposed: March 2019

Policy to be reviewed: July 2020

Principles and values.

As a school we take bullying and its impact very seriously. Pupils at this school and their parents/carers should be assured that known incidents of bullying will be responded to appropriately

Bullying is not tolerated.

What is Bullying?

Bullying is behaviour by an individual or group that intentionally hurts another group or individual. Bullying can produce feelings of powerlessness, lack of self-esteem and isolation. Bullying can also make the victim believe that it is something they have done wrong, or something that they deserve.

Joking around.	Everyone is laughing. No one is getting hurt. Everyone is involved
Conflict.	Two people of similar age and height have an argument, fight or disagreement. It can be sorted out.
One time.	Someone is being mean on purpose. It's a reaction to a situation. It happens once and does not happen again.
Bullying.	Repeated, unwanted behaviour towards someone. Someone is being hurt on purpose.

BULLYING.

DofE Preventing & tackling bully Advice (July 2017) states that Bullying is behaviour by an individual or group, repeated over a period of time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber bullying via text message, social media or gaming, which can include the use of images & video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children or perceived differences.

Bullying comes in many different forms.

Emotional	<ul style="list-style-type: none"> • Emotional bullying can be very subtle, it can involve isolating the victim, excluding them from friendship groups, games, lunchtimes etc. • Spreading lies and rumours about the victim. • Emotional bullying can focus on a person's image or anything personal to that person. • Anything else that causing emotional upset is classed as emotional bullying.
Physical	<ul style="list-style-type: none"> • Kicking, hitting, biting, punching, any form of continued physical violence.
Racist Abuse	<ul style="list-style-type: none"> • Abuse towards someone solely because of their race. • Racial abuse is a crime. Any form of racial abuse that happens within Jane Lane School gets reported. • Physical, verbal, gestures, damage to property, cyber bullying and emotional bullying can all come under the banner of racial abuse.
Homophobic	Any abusive act against someone or their property because of their sexuality
Verbal	<ul style="list-style-type: none"> • Verbal bullying is using language against someone to gain power over the victim and/or his/her peers.
Cyber	<ul style="list-style-type: none"> • Cyber bullying is harassing, tormenting, embarrassing, threatening or otherwise targeting people via technologies for example mobile phones, chat rooms, social web sites, videos, photos and/or pictures.

Bullying can be related to:

- Race
- Gender
- Culture
- SEN or disability
- Appearance or health needs
- Sexual orientation
- Religion
- Home environment

All incidents of bullying are recorded on CPOMs.

Responsibilities, procedures and practice.

If any pupils do not feel safe at Jane Lane because of bullying then a key outcome of Keeping Children Safe in Education has been missed. If a pupil is not feeling safe at school they cannot focus on the enjoyment of school, nor achieve to their full potential.

Staff should treat bullying as they would the seriousness of Child Abuse; that is, do not wait to actually see something or wait for someone to verbally inform you of a situation before you raise your concerns.

Every child is informed on how to report bullying and told regularly that there is always someone to talk too.

For pupils who experience bullying...

- Pupils know that all teachers will listen if they decided to speak about a bullying incident - and the behaviour and safeguarding team who work within the school are free to listen during teaching hours.
- A peer mentor system is in place in the school where pupils can speak with another peer if they find approaching an adult difficult. These pupils know how to report concerns.
- Pupils are encouraged to write or draw their experience if they find communication difficult.
- Pupils can have 1:1 mentoring with the behaviour and/or safeguarding to help them talk and start to deal with the bullying.

Pupils are aware that bullying is not acceptable and know that it will be dealt with quickly, appropriately and effectively.

For pupils who engage in bullying...

- The bullies will be isolated where necessary from the victims for a period of time deemed fit to the level of bullying.
- Pupils maybe excluded or suspended depending on the seriousness of the bullying incident.
- Phone call to the pupils parents/carers will be made.
- Parent/carers may be called into the school to show the pupil the seriousness of the situation.
- The Head Teacher will be informed of serious cases of bullying.
- Pupils will experience break and lunchtime detentions.
- Pupils will work 1:1 with the behaviour team to teach and inform them about bullying and show them the way to behave.
- Pupils may be asked to apologize to the victim (if this is of benefit for the victim, this may not always be appropriate.)

- Information about the bullying incident will go onto CPOMS under their name.
- Pupils will continue to be mentored in regards to understanding why they feel the need to bully and try to find out any 'core' reasons behind the behaviours.

Bullying is not tolerated and needs to be dealt with promptly and appropriately.

Prevention.

Jane Lane use a variety of methods to support anti bullying ethos throughout the school.

Assemblies and PSHE often raise anti bullying themes.

National Anti-Bullying week, E-Safety day, in-school pupil questionnaires, peer mentors and school website (Keeping safe) all promote pupils wellbeing.

Jane Lane Staff employ various methods to prevent bullying...

- Set of class credits are visible in each classroom...one of these being 'positive attitude'
- Being fully aware of those more vulnerable pupils in the class, while on duty and actively looking to support students if they believe they are being treated negatively by their peers.
- Taking part in the National Anti Bullying Week and continuing to promote these values throughout the rest of the school year.
- Completing Sims when an act of bullying is witnessed/dealt with.
- Calling parents/carers when an act of bullying is witnessed/dealt with.
- Dealing with the bullies appropriately i.e. isolation, detention, meeting with the head teacher and other disciplines as mentioned above.
- Making sure the bully has fulfilled the discipline given i.e. attending detention, 1:1 mentoring sessions, meetings and work given.

There is a high staff ratio that helps to prevent bullying incidents – staff must be on time for change over's and duties.

School has a responsibility to the pupils at Jane Lane, no one should come to school in fear of what will happen to them, or be said to them.

Advice to parents/carers.

1. Report incidents of Bullying to your pupils class teacher or the Protection and welfare officers.
2. In serious cases the situation will be reported to the Head Teacher.
3. You maybe asked to come into the school for a meeting,
4. If necessary and appropriate the Police or Social Services will be involved.

Do not.

1. Ask your child to 'bully back'.
2. Attempt to sort out the problem yourself by speaking with the child/child parents.

Useful numbers and information:

Child line – 0800 1111

<http://www.childline.org.uk/explore/bullying/pages/bullying.aspx>

Anti bullying alliance –

<http://www.anti-bullyingalliance.org.uk/>

NSPCC –

<https://www.nspcc.org.uk/search/?query=bullying%20in%20schools>