



JSENSE ANTI-BULLYING POLICY

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Objectives of this Policy

- All staff, Trustees, children, young people and families should have an understanding of what bullying is.
- All staff, Trustees, children, young people and families should know what the JSENSE policy is on bullying, and follow it when bullying is reported.
- All staff, Trustees, children, young people and families should know what the JSENSE policy is on bullying, and what they should do if bullying arises.
- As an organisation we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What is bullying?

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

Bullying makes those being bullied feel powerless to defend themselves.

Why are we against bullying?

'Everyone mattersbecause:

- everyone has the right to feel welcome, secure and happy
- we should treat everyone with consideration
- if bullying happens it will be dealt with quickly and effectively
- it is important to tell someone

bullying of any kind is unacceptable within our organisation

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse.
Mobile threats by text messaging and calls.
Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the child or young person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

Signs of Bullying in the Workplace

- Being constantly criticised, having duties and responsibility taken away without good reason
- Shouting, aggressive behaviour or threats
- Being put down or made to feel like the butt of the jokes
- Being persistently picked on in front of others or in private
- Being constantly ignored, victimised and excluded regularly
- Constantly mocking and attacking members of staff
- Spreading malicious rumours about members of staff
- Misuse of power or position to make someone feel uncomfortable or victimised

- Making threats about job security without any basis or substance
- Blocking promotion or progress within the workplace

What causes Bullying?

People bully for different reasons.

The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

How can we prevent Bullying?

Organisations should foster a clear understanding that bullying, in any form, is not acceptable. This can be done by:

- Developing an effective anti-bullying policy and practice. The organisation will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence (SEAL).
- Any incidents treated seriously and dealt with immediately.

Why is it important to respond to Bullying?

Bullying Hurts!

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

Our organisation will respond promptly and effectively to reported incidents of bullying

Responses to Bullying

Support to the child/young person

Children/young people should know who will listen to and support them.

Any advice and assistance should be given by an experienced staff member.

Children/young people should have access to Helpline numbers.

Children/young people should be told what is being recorded, in what context and why.

Systems should be established to open the door to children/young people wishing to talk about bullying or any other issue that affects them. Barriers to talking need to be broken down to enable children/young people to approach adults.

Anyone who reports an incident of bullying will be listened to carefully and be supported, whether it's the child/young person being bullied or the child/young person who is bullying.

Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.

Children/young people being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development.

Those who bully will be supported and encouraged to stop bullying.

Sanctions involving long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, should be avoided.

Procedures

1. Report bullying incidents to staff.
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents should 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.

What can be done about Workplace Bullying

- Like any workplace issue, fostering a culture that is free of bullying needs to come from the top down.

- There needs to be a real commitment to building a working environment that values all of the team.
- Words alone won't change a thing, so the next step is to train staff so they understand what constitutes bullying and harassing behaviour.
- Bullying and harassment may be verbal, non verbal, written or physical. It is therefore important that examples are laid out in a policy so that all staff are aware of their own behaviour and can take responsibility for it.
- While employers should encourage employees who believe they are being harassed or bullied to notify the offender that their behaviour is unwelcome (by words or by conduct), it is worth recognising that this is not always possible.
- It is important to make clear to employees that all allegations of harassment or bullying will be taken seriously, confidentially and that grievances or complaints of harassment will not be ignored or treated lightly.
- Employees need to understand how to make a formal grievance, who the employee needs to speak to (normally their manager) and what will happen after the incident has been reported.

What can employees do to prevent bullying?

- They need to commit to the zero tolerance policy, be honest about their behaviour, be prepared to report transgressions and actively support those that are bullied, rather than hide behind a wall of silence and look the other way when abuses take place.
- For those who are targeted by bullies, the worst feeling is that of helplessness. You can take control again.
- Firstly confide in someone you trust. Then keep a diary logging each and every incident that makes you feel belittled or afraid.
- Note down the names of people who witnessed this. Hearsay evidence is not relevant, so this detail is really important.
- Log what occurred but also how it made you feel. The writing of a diary is quite a cathartic experience in itself and empowers the employee by understanding that it is not them that has the problem, but the bully.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the those concerned will be reconciled
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 appropriate methods for helping children and young people to prevent bullying. As and when appropriate, these may include:

- writing a set of JSENSE rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays having discussions about bullying and why it matters

Useful Contacts

[ACAS](#) - (Advisory, Conciliation and Arbitration Service) aims to improve organisations and working life through better employment relations.

[Anti-bullying Alliance](#) - provides information and advice for parents, children and schools on tackling bullying

[Beat Bullying](#) - an anti-bullying website for young people

[Bullying UK](#) – part of Family Lives. Provides help on all forms of bullying - at school, cyberbullying, racism, homophobia, bullying in sport etc.

[Childline](#)- 0800 1111 www.childline.org.uk

[Childnet International](#) - information, advice, resources for children, parents and getting the most out of new technology and safe and responsible use.

[EACH - Education Action Challenging Homophobia](#) - challenges homophobia, specifically homophobic bullying, through education.

[EyePAT](#) - online safety and anti-bullying training for a variety of groups such as schools, social workers, foster carers and those who include children or vulnerable adults; as well as bullying in the workplace.

[Kidscape](#) - anti-bullying helpline for parents. - 020 7730 3300 www.kidscape.org.uk

[Network for Surviving Stalking](#) - Network for Surviving Stalking aims to provide support to victims, potential victims and others affected by stalking/harassment throughout the UK.

[NSPCC Helpline](#)- 0808 800 5000 www.there4me.com (an online service for young people)

[Parentline Plus](#) www.parentlineplus.org.uk

[Schools out](#) - provides a support network to raise the issue of homophobia in schools

[STANCE](#) - the comprehensive 'Whole School' resource pack for addressing homophobic bullying.

Approved and adopted

This policy has been developed and implemented in consultation with the Trustees .

Anti-bullying charter signed.....

Date.....