



John Madejski Academy

Anti- Bullying Policy

Key Document details:

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Date:

Ratified: [17th Oct 2019](#)

Approver: [C Thornally](#)

Version No.: [1](#)

Next review: [21st July 2020](#)

Overview

The Academy is committed to providing a caring and safe environment for all students. The Academy has zero tolerance for bullying, both in and outside of school. If bullying does occur it is important students feel safe to tell a member of staff or post a concern in the Happiness/Wellbeing Box with confidence that it will be dealt with effectively. The Academy aims to create a wider school culture where students tell staff if they are aware of other students being bullied.

To ensure anti-bullying is embedded throughout the Academy, Assemblies, PSHE and Tutor time will regularly include, throughout the academic year, learning opportunities for young people to recognising bullying, strategies in preventing bullying and how to report bullying as well as developing and promoting self-awareness empathy.

Staff and Post 16 Orange Jacket Assistants will be given training on how to identify bullying during break time and during lesson changeovers.

What is bullying?

Bullying is a behaviour that causes physical or emotional harm to an individual or group of children, which can be repeated over a time. Bullying can involve physical assault, verbal teasing, threats, name-calling and cyber-bullying. Cyber-bullying is the use of mobile phone communications or online social media to cause harm to an individual or group. Typical examples of bullying may include:

- Verbal:** Name-calling, sarcastic comments, rumour spreading, teasing
- Emotional:** Being unfriendly, excluding someone, tormenting (hand gestures, hiding belongings)
- Physical:** Pushing, kicking, hitting, punching or any use of physical violence
- Racial:** Racial taunts and racially motivate actions
- Sexual:** Unwanted physical contact, sexually abusive comments, indecent behaviour
- Homophobic:** Actions motivated by homophobic prejudice

Staff procedures

Staff must look out for the early signs of bullying. This may be the onset of distress in a young person or the breakdown of relationships with peers. Students who are victims of bullying may become withdrawn and may begin to avoid situations with certain students or groups of students. Students who are victims of bullying are more likely to become school-refusers and so the monitoring of attendance and avoidance of certain lessons is integral in identifying possible cases of bullying.

If a member of staff is worried that a child is being bullied they should complete a Cause for Concern Form (see Safeguarding Policy) with exact accounts of what has been seen and heard. If a child has made a verbal disclosure of bullying to a member of staff, the staff member should record exactly what the child has said and refer directly to Tutors, Heads of Year or a member of the Academy Leadership Group. The member of staff should reassure the child that the bullying will be investigated. The most appropriate staff will undertake an appropriate investigation into the bullying and record any outcomes, ensuring that this is carefully logged. This may include at least one of the following:

- Statement from the victim of alleged bullying
- Statement from the alleged perpetrator
- Statement(s) from any witnesses to the bullying
- Statement(s) from any staff aware of the bullying
- A review of any CCTV that may depict the bullying
- Evidence collection of written bullying and cyber-bullying, such as texts, Whatsapp, Snapchat and any social media posts as appropriate.

Once investigated, the most appropriate staff member will decide how best to deal with the bullying, dependent on the findings of the investigation. Possible actions may include:

- Confiscation of mobile phone until parent/carer collects
- Contact with parents/carers and a request for them to attend a meeting in school
- Contact with local schools where the bullying affects children from multiple schools
- Involvement of the School's Police Officer where threats or physical violence has taken place

Sanctions are key in making the seriousness of bullying known to the bully, as well as the victim and other students. Possible sanctions may include:

- Support around self-regulation
- Detentions
- Internal exclusion
- Fixed-term exclusion
- Permanent exclusion
- Referral to alternative provider

It is important that the victim is given support to develop strategies to cope with the impact of bullying and to build resilience. Equally, support and intervention when appropriate will be required for the bully once the sanction has been served. Possible avenues of support and intervention for the bully and victim include:

- Listening conversations with pastoral managers
- Individual mentoring
- Restorative justice with the bully
- Support to develop self-awareness and self-regulation
- Referral to the school's counsellor
- Pastoral Support Programme

Restorative justice

In most cases it is appropriate that the bully and the victim are given a structured opportunity to address the impact of the bullying on each other's physical and emotional wellbeing. Equally, it is important that any students who have been witnesses to the bullying, or are known to have disclosed information about the bullying, are protected from consequential bullying. A relevant member of staff can, where appropriate, advocate and will conduct restorative justice within a reasonable timeframe.

Record keeping

All cases of bullying are recorded on a secure bullying log, which is maintained by the DCH, pastoral team. This helps to identify any repeated cases of bullying. The Academy anti bullying form will be completed including any concerns and outcomes to be logged with precise information ensuring the outcome is monitored and Heads of Year and parents are kept informed.

How can parents / carers report a concern?

If you are a parent or carer that is concerned that your son/daughter is being bullied or bullying others, contact should be made with the relevant Head of Year. This can be done by visiting the Academy to make an appointment, telephoning the school or by emailing the 'contacts' address on the school website.