



Call it Out – Our Anti-Bullying Policy

Be an upstander not a bystander

The reasons for this policy:

All forms of bullying can have negative effects on our wellbeing. We want our school to be a safe and happy environment so that every person has the opportunity to be #nothingshortofremarkable.

Everyone must know what to do if this is not the case.

Within our school, we follow 'The JF Way' and this policy supports us to uphold these values.

Bullying can be defined as:

A continued or repeated action that deliberately causes distress and threatens the health, safety or wellbeing of any person. This might include (but is not limited to):

- Hitting and fighting
- Threatening people
- Verbal harassment – repeated name calling, cat calling, spreading rumours
- Racial comments, graffiti or hand gestures
- Unwanted comments about someone's appearance, physical features or clothes
- Discriminatory comments including sexual, gender based, homophobic or transphobic comments
- Unwanted or inappropriate physical contact
- Stealing, damaging or hiding someone else's belongings
- Cyberbullying

Remember that bullying can happen both in and out of school. It usually happens more than once.

Bullying is not:

- Not liking someone
- Not wanting to be friends with someone
- A minor falling out
- An isolated act of aggression, confrontation or unkindness

Aims – What we want to achieve through this policy

Achieving the points set out in this policy is down to everyone in our school community, including you

We would like to:

- Have a policy which is clear and reflects the feelings of our students following the Big Ask in December 2022
- Have systems where students can report incidents easily and without fear of repercussions
- Ensure bullying incidents are dealt with quickly and effectively (so that it doesn't happen again)
- Monitor all incidents of bullying to ensure those affected are supported following a report
- Maintain contact with parents/carers so that everyone can work together in order to prevent bullying

Preventing and responding to bullying

All staff will involve all parties to ensure bullying is dealt with effectively and efficiently. Staff will seek support from other agencies (outside school) if they feel further help is needed.

Each incident of bullying will be addressed on an individual basis, your safety and happiness remain our priority.

- All members of staff should challenge any bullying behaviour they witness or are made aware of
- When investigating an incident, students will be spoken to on a one to one basis so you feel safe speaking out
- You will see that there are appropriate sanctions where bullying has taken place
- Action will be taken to support all parties and to ensure the behaviour stops
- We will continue to educate you through the Personal Development curriculum to prevent incidences of bullying

Dealing with incidents

If an incident is reported, the following steps will be taken. No action will be taken without the consent and understanding of the alleged victim.

Once the situation is resolved, all students involved will be closely monitored to ensure they are supported and the behaviour is not repeated.

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| Stage 1 | As soon as possible, within one school day, the pastoral team will; <ul style="list-style-type: none">• Take statements from everyone involved to gain their version of events• Contact parents/carers of the alleged victim(s)/perpetrator(s) to make them aware a report has been made and it is being investigated• Take the necessary time to investigate fully, ensuring the outcome is fair• They may put temporary support in place whilst they do this |
| Stage 2 | If the allegation is found to be true and bullying has taken place, the member of staff investigating will agree the following with a Senior Leader; <ul style="list-style-type: none">• Appropriate sanctions in line with the school's Behaviour Policy• Appropriate actions to support the victim, including how and when the team will check in with the victim to ensure there has been no further incidents• Appropriate actions to prevent repeated bullying by the perpetrator• Appropriate communication to all parties involved |
| Stage 3 | A member of staff will once again contact the parent/carer of both the alleged victim(s)/perpetrator(s) to make them aware of the outcome of the investigation and the action that will be taken |
| Stage 4 | All allegations of bullying will be recorded centrally by the investigating member of staff. The named member of staff for Anti-Bullying will check this information and look out for any trends or concerning behaviours that may need to be addressed within school. |
| Stage 5 | If needed, the pastoral team may ask for support from other agencies outside school. E.g Police, counsellors. |