

John Port Spencer Academy



Anti-Bullying Policy

Other John Port Spencer Academy documents/policies referred to are:

John Port Spencer Academy Child Protection and Safeguarding Policy

John Port Spencer Academy Behaviour Policy

Published: V5 - UPDATED

Revised: August 2019

To be reviewed: December 2020 or before

ANTI-BULLYING POLICY

For students to learn effectively they need a secure, happy and friendly environment.

Bullying is entirely unacceptable at John Port Spencer Academy and will always be treated seriously.

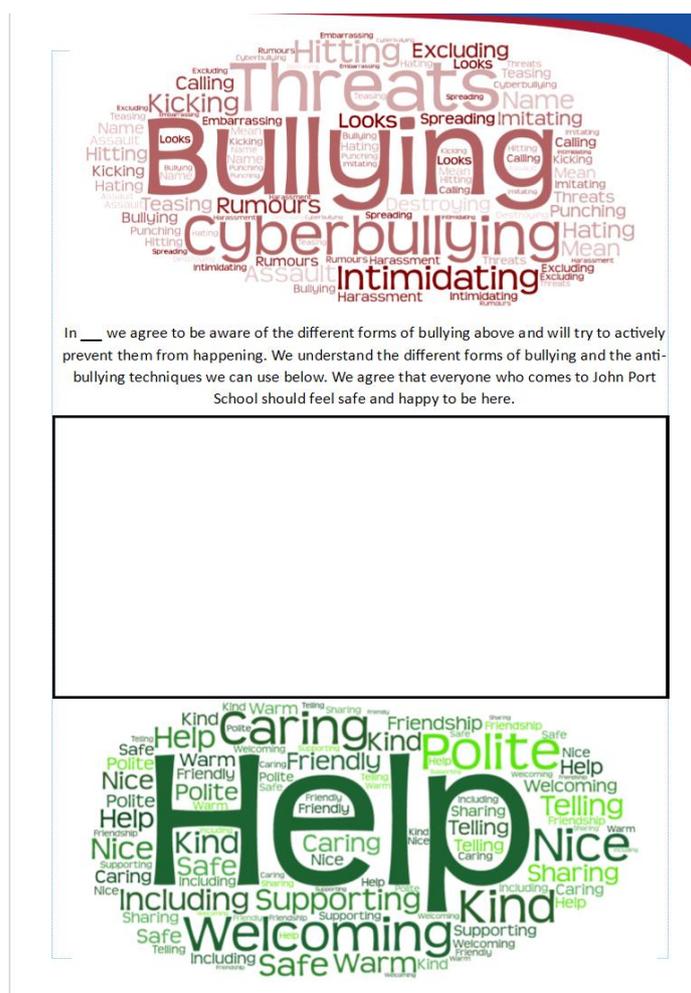
Bullying is distinguishable from falling out with others or spontaneous confrontations (verbal or physical) in that:

- **Bullying is a wilful, conscious, and often systematic desire to physically or emotionally hurt another person or to put her or him under stress.**
- **Bullying may take the form of physical or verbal intimidation, extortion, exclusion from groups, spreading of malicious rumours, 'cyber-bullying (text, internet, social networking etc.), threatening gestures, theft of property, sexual or racial harassment.**

How John Port Spencer Academy deals with bullying

1. **By ensuring that all students are aware of their rights and responsibilities and know how to seek support if these rights are being violated.**

- An "Agreed Behaviour Code" has been developed by students and staff for issues including bullying. This is posted in every classroom and is also in student planners. The Agreed Behaviour Code is reviewed periodically (please see the poster below)



- Students are reminded of the academy anti-bullying policy in assemblies on a regular basis. In addition, each form develops its own anti-bullying code, which is signed by all students in the form and displayed on the noticeboard in the form room. The academy also participates in wider initiatives such as National Anti-Bullying Week in the month of November.

- The academy Enrichment and Citizenship programmes include the theme of bullying and explore the concepts of rights and responsibilities, including Human Rights. Other curriculum areas also contribute to the anti-bullying message.
 - We recognise that bullying also takes place using mobile phones and the internet. This is equally unacceptable. The enrichment programme covers such forms of bullying and specific assemblies are used to emphasise the issue. Parents are always encouraged to contact the police if cyber bullying persists. We have also taken steps as an academy to minimise this potential form of bullying by introducing a 'personal electronic devices' ban during the academy day.
- 2. By encouraging students to work well and develop good relationships with one another and to offer each other mutual support.**
- As part of everyday practice, teachers encourage students to work in friendship, non-friendship, mixed gender/cultural/race groupings within the classroom and in extra-curricular activities.
 - During the induction of Year 6 students, mentors are available to offer assistance.
 - Student prefects are selected each year to support students with a range of issues including any bullying issues.
- 3. By ensuring that students behave in a respectful and positive way towards one another and all staff.**
- All staff strive to maintain firm, fair and assertive discipline in the classroom and share responsibility for ensuring good behaviour in all areas of the academy.
 - Good behaviour, which is both sensitive and helpful, is expected from all students. Students who improve their behaviour are praised.
- 4. By encouraging students to report any problems they may have.**
- To ensure that we keep ourselves informed of the effectiveness of our anti-bullying policy, we ask the Student Council to review the policy and its implications.
 - Students are encouraged to talk to their Form Tutor, Head of Year, Pastoral Manager or any other adult they feel confident with in respect of any/every incident.
 - If students find it difficult to report any bullying concerns directly to a member of staff they can send an anonymous e-mail to 'antibullying@johnport.derbyshire.sch.uk' (or just 'antibullying' if sent in school) and a member of the safeguarding team will act upon the information.
- 5. By encouraging parents to report any problems they know or suspect their child might be having.**
- All parents, via students, receive a booklet in Year 7 on how to recognise symptoms, advice on what to do and who to go to if their child has a problem.
 - All parents are encouraged to report any incidents of bullying to their child's Form Tutor, Head of Year or Pastoral Manager.

6. By applying fair and consistent sanctions to those who offend against the rights of others at John Port Spencer Academy.

- We have developed a system of dealing with bullying that seeks to empower the victim and which is appropriate to the problem.
- Incidents of violent behaviour, cultural, racial, sexual and psychological harassment are not tolerated from anyone. Appropriate sanctions will be deployed.

7. By offering support and counselling for both victim and bully, we seek to modify attitudes and behaviour.

- To ensure that the bully understands the feelings of the bullied, both parties are usually brought together. We appreciate that there may be circumstances when this is not always desirable.
- Parents of both the 'victim' and the 'perpetrator(s)' will be informed that there is an issue even where there is insufficient evidence to enable specific action to be taken.
- Peer counselling can be organised for any student who feels they need additional support.

8. By careful monitoring to ensure we are achieving our objectives.

- All staff are requested to record any significant instance of bullying (as defined in this policy). This should be sent to the Head of Year or Pastoral Manager. The Head of Year and/or Pastoral Manager will forward the information to the safeguarding team to be entered in the "Alleged Bullying Incidents Log".
- The Assistant Vice Principal responsible for behaviour for learning and safeguarding will monitor/evaluate the policy at need and in so doing will consult with the Academy Council.

STUDENTS ARE ENCOURAGED TO TALK AND NOT TO SUFFER IN SILENCE.