



ANTI-BULLYING POLICY

Principles

Hasmonean Multi-Academy Trust ("The Trust") is committed to providing a safe, caring and friendly environment for every student to ensure they can learn and develop in a positive and secure environment. In this context, the environment also includes journeys to and from school, all off site activities and cyber space.

The Trust recognises that in addressing instances of bullying that both victim and bully must receive support to ensure that there is no repetition for either party with each other or other students. This is in addition to any sanctions that are deemed appropriate for the case being investigated.

Bullying – A definition

Bullying is defined as deliberately hurtful behaviour towards an individual or group of individuals, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The four main types of bullying are:

Verbal – for example name calling, homophobic, sexist, or racist remarks, spreading rumours, persistent teasing

Physical – for example any form of violence, touching another student or their property intentionally and without permission, theft

Indirect – for example emotional abuse, humiliation, isolation from peers or activities, inappropriate looks, demanding money, intimidation

Cyber bullying - The Trust also regard any form of the above that takes place via the internet or any forms of social media or electronic communication to be bullying. This includes any such activity that relates to a student at school but takes place out of school hours and thus inhibits the safety of the student at school.

Aims

All Local Governors, teaching and non-teaching staff, students and parents are expected to support a policy of zero tolerance for bullying of any kind and to take reports of bullying seriously. They are also expected to have regard to the signs and symptoms of bullying as set out in the Appendix hereto.

The whole school community therefore seeks to develop an environment where this is possible and aims to:

- treat everyone with kindness and respect
- act with thought and consideration to others
- behave courteously
- be friendly and cooperative
- be honest and truthful
- treat property with respect.

Anti-bullying strategy

The School will reinforce the message that all forms of bullying are not tolerated and have no place in the School. This will be done regularly and consistently. The School endeavours to create an environment where students will feel confident to report any incidents of bullying that they experience or of which they are aware.

The School will use a variety of activities to instil this message including assemblies, form periods, Jewish Studies and informal education, peer support, keshet programme, the school counsellor, the police liaison officers, guest speakers and dedicated sessions on bullying and cyber bullying. Staff insets including safeguarding and understanding cyberspace and social media.

Where appropriate, the anti-bullying message may be incorporated into some aspects of the curriculum.

Responsibilities of Students

Students can reinforce the anti-bullying message by:

- Reporting bullying directed at themselves or others
- To not become involved in bullying incidents or be a bully.
- Being a 'rescuer' rather than a bystander
- Walking away from situations and talking to an adult as soon as possible
- Completing a bullying incident form when asked
- Avoiding situations where bullying may occur
- To talk with their parents, carers or other trusted adult about any worries they may have;

- To support other students who may be being bullied;
- To value students differences and treat others with respect;

Dealing with Allegations of Bullying

Staff must send a clear and consistent message that bullying of any type is totally unacceptable.

All staff must be responsive to allegations of bullying to ensure students have confidence to report such incidents.

Any report of bullying must be carefully investigated and notes taken and dated. The victim, the alleged perpetrator and any other parties involved should be interviewed by the year leader or head of pastoral.

Any investigation must attempt to ascertain the reasons for the behaviour and where possible take action to alter the behaviour with appropriate support and monitoring.

The victim must be provided with support (short or long term) and appropriate strategies to overcome this incident and develop skills to assist the prevention of future incidents. This will include assisting them in developing their self-confidence.

The perpetrator must also be provided with relevant support to help them acknowledge their behaviour and modify it to prevent repeat incidences.

Disciplinary measures will be applied fairly, consistently and reasonably taking into account any special educational needs or disabilities, and the needs of vulnerable students.

Appropriate sanctions will be decided on in a case by case basis (See Sanctions)

All incidents must be followed up to ensure a recurrence does not take place. All parties must be aware that there will be follow up as this has shown to prevent recurrence.

In extreme cases and where staff believe an offence may have been committed the police may be informed.

Where it is reasonable in the circumstances, teachers can search for and if necessary delete inappropriate images or files from electronic devices. They may also save electronic messages, visual and audio, as part of an investigation but this material must be removed from computers at the close of the investigation. Print outs may be stored in student files Teachers have the power to search students (including their pockets, bags and lockers) with their consent for any item. Teachers have the power to search without consent for “prohibited items” including any article that has been or is likely to be used to commit an offence.

Sanctions

The School will use a process of restorative justice to resolve conflict. This will include genuine face to face apology from the perpetrator in the presence of a senior member of staff.

However additional consequences will be applied at the discretion of senior staff to ensure a consistent message of zero tolerance for bullying of any type is implemented across the school.

Sanctions may include (but are not restricted to):

- Removal from class/withdrawal from lessons for a fixed period
- Removal of privileges – e.g. being dropped from representing the School, removal from school leadership team, withholding participation in school events or trips
- Where reasonable, confiscation of prohibited items found after a search, or any item which staff consider harmful or detrimental to school discipline
- Fixed term exclusions
- In very serious cases (or where there is repetition) permanent exclusion from the School
- Police involvement where staff believe a criminal offence may have been committed

Parental Involvement

Year Leaders will involve parents at an early stage if there is an incident of bullying that involves their child...

Parents or victims may not determine the nature or implementation of any sanctions.

In the event of exclusion parents have the right of appeal as in all cases of exclusion.

Wider bullying

This policy refers to all cases of bullying including between students, staff to student, and student to staff. Any allegations of bullying between staff members is dealt with under the staff conduct policy.

The School will investigate and act on any reports of bullying (including cyber bullying) that have taken place outside the school premises to such an extent as is reasonable. This includes on school or public transport and in the local area. The police will be informed where misbehaviour could be considered criminal or poses a serious threat to a member of public.

Misuse of Electronic Media

Whilst bullying is defined as persistent and intentional harm, the School will also not tolerate misuse of electronic media under any circumstances. Stand-alone instances will be dealt with seriously and may result in similar sanctions to those listed above depending on the nature of the incident and at the discretion of senior staff.

APPENDIX 1

Signs and Symptoms (How to Identify Bullying)

A child may indicate by signs or behaviour that he or she is being bullied.

Adults need to be aware of these possible signs and they must investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school by 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
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money for lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying must be considered as a possibility and must be investigated.