



**POLICY:** Anti-Bullying Policy

**STATUTORY:** Yes

**DATE AGREED:** 16/7/19

**REVIEW DATE:** 16/7/20

**RESPONSIBLE MEMBER OF STAFF:** Andy Williams

**GOVERNOR COMMITTEE:** Personnel and Welfare

**SIGNED HEADTEACHER:** A Evans

**SIGNED CHAIR OF GOVERNORS:** D Hiley



# ANTI-BULLYING POLICY

As a school we strongly believe that bullying is totally unacceptable. We encourage an open and supportive ethos where all members of the school community should ensure tolerance and respect are shown at all times. JMHS supports British Values and the role they play in ensuring a harmonious community.

## **John Masefield High School considers bullying to be:**

- Deliberately hurtful
- Repeated, often over a period of time\*
- Difficult for victims to defend themselves against

\* A singular event is covered in the JMHS Behaviour for Learning Policy which has a wide range of sanctions which would be employed based on the individual circumstances.

## **It includes:**

Action against others because of their race, cultural background, religious beliefs, sexual orientation, physical characteristics, appearance, health, gender or disabilities.

## **Bullying takes many forms and therefore an exhaustive list is not possible, but four main types are:**

- Physical – e.g. hitting, kicking and taking belongings.
- Cyber – e.g. using technology such as a mobile telephone or a computer to make offensive remarks or threats about or to another person.
- Verbal – e.g. name calling, insulting comments, making offensive remarks.
- Indirect – e.g. deliberately isolating someone, making someone the subject of malicious rumours or writing graffiti about someone.

All members of the school are expected to help develop an ethos based on caring, considerate and co-operative behaviour. We use a variety of methods and activities to ensure students understand that bullying in any form is unacceptable; that differences in people are to be celebrated and to see situations from other's perspectives. Parents/carers and students are encouraged to share their views in order that the policy be understood and implemented by all members of the school community.

We encourage students to speak out and tell someone if they or someone else is being bullied. Students are encouraged to do this through any means they are comfortable with. Often students choose to speak to parents or carers or to an adult or another student in school, though students are becoming increasingly confident to use email to inform us of their concerns. JMHS is committed to ensuring any and all disclosures will be taken seriously and will be dealt with in a sensitive, timely and effective manner.

It is our experience that bullying also exists outside of school hours and that often the root cause of bullying is to be found out of school. Because of this, it may not always be possible for the school to "solve" every situation to the satisfaction of everyone involved, but the school accepts that it has a responsibility to do its best to find a resolution.

Sadly society is experiencing issues surrounding misuse of social media. In such cases JMHS will deal with any issues that affect students in school. Where parents/carers or students believe that the law has been broken JMHS fully supports the aggrieved parties right to contact the police. JMHS is not responsible for policing social media.

All allegations of bullying will be taken seriously by the school. We will ensure that following any allegation the investigation will be impartial and as swift as possible. Any recommendations or actions following an investigation will always reflect the findings. However, just because bullying is alleged, it does not mean that it has taken place. Bullying issues are rarely simple and often involve counter-allegations.

**In order to identify bullying:**

- Staff are trained to notice signs that may indicate bullying is taking place.
- An open culture is encouraged, where all students, staff and parents know that they may safely report any incidents or patterns of behaviour that indicate that bullying may be taking place in school or on the way to and from school.
- There are high levels of staff supervision before school, between lessons, at break and lunch and after school.
- Students or parents may report suspected bullying to any member of staff.
- Assemblies and all curriculum areas will be used to raise awareness of bullying, its consequences and how bullying can be tackled.

**Ensuring incidents of bullying are dealt with promptly and effectively**

**If a student or parent/carer reports that bullying has taken place:**

A parent or student can report their concerns to any member of staff. It is essential that this information is acted upon. The member of staff must inform the House Leader with responsibility for the student who has been a victim of the alleged bullying in the shortest possible time. All allegations of bullying must be treated as serious. If a House Leader is not available then a member of the Senior Leadership Team or a House Support Assistant should be informed. If a Year 12 or Year 13 student is involved, the matter would be passed to a member of the Sixth Form Leadership Team.

The parents/carers of the student(s) allegedly involved should be contacted as a priority, typically within 24 hours. This means both the alleged victim and the alleged perpetrator. We will immediately check that the student's safety in school is ensured and that they feel safe.

**Procedure for investigating an allegation of bullying - (See appendix 1)**

1. The member of staff who receives the report will pass all relevant factual information to the relevant House Leader(s).
2. A thorough and impartial investigation will take place by a suitable member of staff, typically this will be a House Leader or member of the SLT to establish facts and opinions about the allegation.
3. Following the investigation the member of staff responsible for the report will make recommendations about any actions to take. The member of SLT responsible for co-ordinating the anti-bullying strategy will typically be the person who takes the decision about action. In their absence another member of the SLT will do this.
4. The investigation findings will be shared with the alleged bully and the victim, their parents/carers and relevant staff. We will share relevant information that complies with the GDPR legislation. The Deputy Headteacher and the Headteacher must be informed if the recommendation of the report is an exclusion.

### Follow up to an incident:

The House Leader and form tutor will monitor the alleged bully and victim to ensure that the victim feels confident and safe. They should ensure that parents/carers and relevant staff are updated as necessary. The length of time of monitoring will vary depending on the needs of the student. Typically this would be for at least 4 weeks.

### Complaints

A parent wishing to make a complaint about how an allegation of bullying has been dealt with should use the JMHS Concerns and Complaints policy.

### Monitoring and evaluation

1. All reports of potential bullying will be recorded on a school database as required by Ofsted to monitor patterns of behaviour and repeat offences. This will be kept by the member of SLT responsible for leading the anti-bullying strategy. Parents and students involved in incidents will be invited to give their views on how incidents have been dealt with.
2. The member of SLT responsible for leading the anti-bullying strategy will share information about bullying with relevant staff when appropriate to do so.
3. The policy will be reviewed on an annual basis by the Governors' Personnel and Welfare committee following consultation with students, parents and staff.

### Links to other policies

JMHS Child Protection and Safeguarding policy

JMHS Whistleblowing policy

JMHS Equalities statement

JMHS Concerns and Complaints policy

JMHS Behaviour for Learning policy

Relevant contacts at John Masefield High School		
Mr A Williams	Assistant Headteacher	Andy.williams@jmhs.hereford.sch.uk
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Dr D Hiley	Chair of Governors	chair@jmhs.hereford.sch.uk
Mrs K Barker	SENDSCO	Karen.Barker@jmhs.hereford.sch.uk

SIGNED (Headteacher).....

Date.....

SIGNED

(Chair of Governors).....

Date.....

**Prepared by Assistant Headteacher  
Due for review July 2019**

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**JMHS ANTI BULLYING AND EQUALITIES PROCEDURE**

