


JFS Policies – Anti-Bullying – January 2024

Headteacher	Chair of Governing Board
	
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Aims

At JFS, we want students to feel safe and cared for by the whole school community. Bullying of any sort will not be tolerated and we want students to feel that they are able to report anything that happens to them both inside and outside of school. The behavior policy of JFS does not stop at the school gate. As part of the community, we are a school that will pay close attention to the actions of our students even when not in school uniform. When an incident happens outside of school hours, it is our duty to ensure we provide care to anyone affected by the actions of others no matter where they are. We wish to:

- To create a positive and safe learning environment.
- To prevent as far as possible, the occurrence of bullying.
- To develop individual self-esteem and respect for others.
- To have a complete and consistent method for dealing with incidents of bullying.
- To ensure staff and students recognise the importance of taking a stand against bullying and that at JFS there is zero tolerance for bullying in all its forms.
- To ensure all staff share a consistent response.
- To ensure all members of the School community share an understanding of what is defined as bullying.
- To resolve bullying by means of reconciliation, support, and when necessary, sanctions.
- To maintain a high level of awareness of this Anti-Bullying Policy by governors, parents and other members of the wider school community.

Definition

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can be perpetrated by people both older to younger and vice versa and by those in positions of authority towards those with less authority and vice versa. It can happen face-to-face or through cyberspace, and comes in many different forms:

- Verbal - Name calling, persistent teasing, mocking, taunting and threats.
- Physical - Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.
- Emotional - Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
- Cyberbullying - The misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

Bullying behaviour may be:

- Racist - Targeted at ethnicity, skin colour, language, religious or cultural practices.
- Homophobic, biphobic and/or transphobic - Targeted at actual or perceived sexuality and/or gender.
- Sexual and/or sexist - Sexual and/or sexist behaviour that is intended to cause offence, humiliation or intimidation.
- Disablist – Targeted at an impairment or special educational need.
- Targeting any 'difference' - In our experience bullying behaviour can also be targeted at 'looks', weight and height, colour of hair, wearing glasses or braces, acne, psoriasis and eczema, scars, marks or conditions of the face or body, body odour, poverty, gifts and talents or family situation (e.g. divorce, bereavement, homelessness).

What is Cyber-Bullying?

Cyberbullying is the misuse of digital technologies or communications to bully a person or group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation. Some examples of cyberbullying are:

- Abusive comments: rumors, gossip and threats made using digital communications and/or technologies - this includes internet trolling
- Sharing pictures/videos: or personal information without the consent of the owner and with the intent to cause harm or humiliation
- Hacking: into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person
- Creating dedicated websites: that intend to harm, make fun of someone or spread malicious rumours
- Pressurising: someone to do something they do not want to such as sending a sexually explicit image

Although cyber-bullying in and of itself is not necessarily a specific criminal offence, there are laws which do apply to such harassing or threatening behaviour and malicious communication. Cyber bullying that takes place out of school, but has an impact of a person's feeling of safety within the school will be addressed appropriately by the School.

All members of our community will be required to sign a safe and acceptable use of ICT agreement. Parents are encouraged to act should they observe any hint of cyber-bullying and should be reported to the School.

Legal Guidance

This policy is written with the following legal guidance in mind.

- [Public Order Act 1986](#)
- [The Children's Act 1989](#)
- [The Malicious Communications Act 1988](#)
- [Protection from Harassment Act 1997](#)
- [Communications Act 2003](#)
- [Section 89-91 The Education and Inspection Act 2006](#)
- [The Equality Act 2010](#)

It also makes reference to the following key documents:

- [Working Together to Safeguard Children \(Feb 2019\)](#)
<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
- [Keeping Children Safe in Education: for schools and colleges, Sep 2022](#)
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- [Preventing and tackling bullying, July 2017](#)
- Cyberbullying, 2014 (*Noting that mobile technology, the Internet and social media have moved on considerably since this advice note was issued*)
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

Identifying and Reporting Concerns About Bullying

The behaviour system and response to bullying is set out in the school's 'Behaviour and Discipline' policy. The school has a centralised behaviour system which is designed so that any student can report any issue at any point throughout the school day. If a student is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult.

The central behaviour room is staffed by Ms Marcia Jones, our non-teaching Behaviour Lead and Mr Everton Nelson, our non-teaching Behaviour Support. There is also a designated member of the Senior Leadership Team on duty during every period.

All concerns about bullying will be taken seriously and investigated thoroughly. Whilst all students will be referred to the behaviour centre to give statements regarding bullying, students can report an incident to any member of staff who will record it on CPOMS. The safeguarding team will then pass this onto the behaviour team for investigation.

Students who are being bullied may be reluctant to report it and so staff awareness is key. There may well be changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may also be evidence of changes in work patterns, lacking concentration or truanting from school.

All school staff will be alert and responsive to the signs of bullying, or any allegations of bullying, including on educational visits and act promptly and firmly against it in accordance with this policy. Staff will be understanding and students who are experiencing bullying will be appropriately supported and protected.

In these instances, staff will again speak to the (D)DSLs and record the incident on CPOMS for follow-up.

Equally, students who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way. All students will be encouraged to report bullying by talking to a member of staff of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. This can be reported to either the Headteacher or Heads of Key Stage, all of whom sit on the Senior Leadership Team. Trying to resolve bullying directly with the bully or their families can lead to escalating problems.

All incidences of bullying will be recorded on the school's MIS and these records reviewed on an on-going basis. The behaviour team meets daily to go through any issues that have arisen during the day and to decide on the appropriate way forward in each individual case.

If a member of staff believes that he or she is being bullied or harassed, they will be encouraged to report it to a colleague of their choice.

Responding to Bullying

Someone within the Pastoral Team will take statements from both the victim and the alleged bullies to establish what has occurred. Both the victim and the bully will be appropriately supported. The victims of bullying should receive support and help to develop strategies for dealing with bullying. Attempts need to be made to rebuild the self-esteem of victims of bullying. Students who are bullying others also need support to help them understand and change their behaviour. They will be supported to modify their behaviour.

Ongoing support from the pastoral team, SEND or the Wellbeing Team will be provided as appropriate

The bully or bullies will be expected genuinely to apologise. However, other consequences may also take place. If possible, the students will be reconciled.

Sanctions, when appropriate, will be decided on by the members of the SLT responsible for pastoral care. The

individual incidents and circumstances. In extreme cases, where members of the school staff believe that a criminal offence may have been committed, the safer schools' officer will be informed.

Depending on the severity of the bullying a range of sanctions are available:

- Removal from class
- Withdrawal from future lesson(s)
- Withholding participation in events or trips
- In most cases, students should expect a fixed-term seclusion or suspension and even a permanent exclusion in the most serious cases.
- Local authority or police will be involved should the threshold for regarding the bullying as a child protection matter be reached (serious harm)

After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Parents will be informed throughout the investigation and their support will be important to the student and for future monitoring.

Preventing Bullying

Bullying at the School will not be tolerated, and this message will be reinforced regularly. It is important that tackling bullying is seen as an on-going process which involves all members of the school community. It is also particularly important for students to feel secure to speak to a member of staff if they experience or know of incidents of bullying taking place. In the first instance, we wish to educate students about the diverse types of bullying and to dissuade students from negative behaviours. Different ways in which the school approaches this are listed below:

- The school's expectations which are reinforced at the start of each half term
- Regular reminders during Assemblies
- PSHCE sessions which specifically focus on anti-bullying
- An annual anti-bullying week
- Visiting speakers
- Incorporation of an 'anti-bullying' message into lessons where appropriate
- Peer-to-peer buddies
- Mediation by adults and by peers
- Restorative justice sessions
- The school wellbeing team
- Special assemblies and drop-down sessions that focus on cyber bullying
- Issues of friendships, compromise and respect will be explicitly taught through the Jewish Studies formal and informal curriculum

Training for staff on anti-bullying will take place during induction. There will be reminders of the importance of anti-bullying for all staff during Insets and on professional development days. The exact timing will be deemed appropriate by the Headteacher.

Students will be informed that they should not suffer or allow others to suffer, and that any member of staff is prepared to help. They should always be encouraged to talk to someone.

Trying to 'excuse' bullying by saying that it is only banter, teasing, a bit of fun, or just part of growing up is unacceptable.

In some cases, bullying may become a child protection issue and/or a criminal matter. When a child is threatened with or suffers serious harm, this should be reported to the Designated Safeguarding Lead (DSL) or one of their deputies

who will take appropriate and immediate action. In such, more serious cases: please refer to the School's Safeguarding Policy.

Although bullying is not in and of itself a criminal offence, it may nevertheless be dealt with by the law for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

Supporting Adults

JFS takes measures to prevent and tackle bullying among students; however, it is equally important to recognise that bullying of staff and parents, whether by students, parents, or other staff members, is unacceptable.

Adults (staff and parents) who have been bullied or affected will be offered an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Headteacher. They should keep a record of the incident(s) and appropriate action will be taken in accordance with the schools' behaviour and discipline policy. Throughout they should feel - Reassured and supported. If appropriate external support or advice will be provided.

Adults (staff and parents) who have perpetrated the bullying will be supported and can discuss what happened with a senior member of staff and/or the Headteacher to establish the concern. JFS will seek to establish whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures. If online, JFS will seek that content be removed. If appropriate disciplinary, civil or legal action will be instigated.

Useful Links and Supporting Organisations

JFS has a strong pastoral care structure. We have a Wellbeing Team comprising of a qualified Counsellor, and Mental Health Practitioner (also a qualified counsellor) and a Wellbeing Practitioner. There are five non-teaching pastoral support officers as well as a full-time DSL, three Heads of Key Stage and a Head of Behaviour, all of whom are members of the Senior Leadership Team.

All their contact details are available in the 'Behaviour and Discipline' policy.

Beyond that, there are several external organisations that can offer support listed in Appendix I

Appendix I – Links to External Support

Supporting Organisations	<ul style="list-style-type: none"> • Kooth (Online Counselling) • Anti-Bullying Alliance • Childline • Family Lives • Kidscape • MindEd • NSPCC • The BIG Award • PSHE Association • The Diana Award • Victim Support • Young Minds • Young Carers • The Restorative Justice Council
SEND	<ul style="list-style-type: none"> • Changing Faces • Mencap • Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities • DfE: SEND code of practice • Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities
Cyber-Bullying	<ul style="list-style-type: none"> • Internet Watch Foundation • Childnet • Think U Know • UK Safer Internet Centre • The UK Council for Child Internet Safety (UKCCIS) • DfE 'Cyberbullying: advice for headteachers and school staff':
Race, Religion and Nationality	<ul style="list-style-type: none"> • Anne Frank Trust • Kick it Out • Report it: • Stop Hate • Tell Mama • Educate against Hate • Show Racism the Red Card
LGBTQ+	<ul style="list-style-type: none"> • Keshet • Barnardo's LGBT Hub • Metro Charity • EACH • Proud Trust • Schools Out • Stonewall
Sexual Harassment and Violence	<ul style="list-style-type: none"> • Ending Violence Against Women and Girls (EVAW) • https://www.endviolenceagainstwomen.org.uk/preventing-abuse/ • https://www.endviolenceagainstwomen.org.uk/wp-content/uploads/EVAW-Coalition-Schools-Guide.pdf • Disrespect No Body • Anti-bullying Alliance: Preventing and responding to Sexual Bullying • Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying