

Anti-bullying: JIS Policy for Parents.

It is an regrettable fact of life that bullying occurs from time to time in any school. All members of the JIS community are valued as individuals and have the right to feel safe and happy within the school environment.. Bullying will not be tolerated and it is expected that all members of JIS staff, students and parents will work together to prevent bullying in the first place, and to deal with it effectively when it does occur.

What we consider bullying: Bullying is different from ordinary conflict or teasing, rough-and-tumble or schoolyard fights. What makes it different is that the incidents are ongoing, and there is usually an imbalance between the children involved – this might be size, strength, skills, or age – with one or more child being victimized by another or others. The bully/bullies may have increasing power because other children side with them, often to protect themselves.

- It is deliberate
- It is repeated over time
- It is difficult for those being bullied to defend themselves
- It is difficult for those who bully to learn new social behaviours
- Those who bully have, and exercise power over others

Bullying may take a number of forms, often interrelated including:

Verbal: name calling, put downs, offensive language, threats, banter, hurtful teasing, racist comments, "nuisance" phone calls, inappropriate use of tone of voice.

Physical: hitting, punching, kicking, scratching, tripping, spitting, pushing, shoving, fighting; inappropriate gestures; stand-over tactics or threats; use of weapons; belongings stolen, hidden or damaged; offensive notes; offensive e-mails; graffiti or any other invasion of personal space

Social: repeated ignoring, excluding, ostracizing or alienating, extorting. Bullying also includes ***misuse of the internet and mobile phones.***

Psychological: spreading rumours, malicious gossip, stalking, dirty looks, hiding or damaging possessions

Preventing bullying from happening: JIS aims to equip students with the personal resources and resilience which will enable them to make the right choices and stay safe throughout their life. Students are educated about bullying as part of the school PSHE curriculum, as well as inter- and intra-personal development skills regarding such issues as decision making, self-awareness, self esteem, peer pressure. The 'hidden' curriculum of pastoral care, the values and ethos of the school provide a broader educational and protective environment for students.

FOR PARENTS –What parents can do to help if a child says they are being bullied:

- try to stay calm avoiding an angry or emotional response.
- listen and ask questions to encourage your son/daughter to talk about the problem: using 'who', 'what', 'where', 'when', 'how' will help you gather information without your child feeling pressured.
- Support and reassure your son/daughter – they have done the right thing in telling you. Remind them they have the right to feel safe in school.
- Problem solve: what would make the situation better? Talk through how your son/daughter could handle the situation. For example:
 1. your son /daughter could speak to a member of staff.

2. your son/daughter could tell his/her friends
 3. try to avoid the 'bully' times and places – get to class first, play in another area,
 4. try to avoid being alone – there is strength in numbers
 5. try to stand up to the bully, calmly and strongly – tell them what they are doing is not funny and makes them feel bad
 6. walk away from the situation to somewhere he/she feels safe
- make a note of what your child says – who was said to be involved, how often the bullying has occurred, where it happened, and what has happened,
 - if the problem seems ongoing, make an appointment to see the Tutor, Head of Year, Head of School or the Counsellor and explain the problems your child has told you about
 - Avoid action such as phoning the parents of the bully and discussing the matter with other parents, as this can inflame the situation and make the problem worse for your child.
 - contact the school straight away if the issue continues to be unresolved.

Some tell-tale signs:

- change in behaviour e.g. outburst of temper, withdrawal, unexplained tears, depression, illness; attitude to school and work standards decline.
- not wanting to go to school.
- avoidance of social situations involving students.
- damaged or missing clothing or belongings.
- wanting to change the route to and from school.
- Unexplained bruises or scratches.

What a parent can do to help if their child is bullying:

Do not panic – many children may be involved in bullying at some time or another during their education because

1. they do not know it is wrong,
2. they copy older siblings or others they admire
3. they have not learnt other, better ways of mixing with their school friends
4. they feel strong and powerful
5. they are going through a difficult time and acting out aggressive feelings

It is common for children who have been bullied themselves to bully others

What JIS recommends students should do if they feel they are being bullied at school:

- Do not suffer in silence – no one should have to put up with bullying.
- Try to stay calm and look as confident as possible
- Be firm and clear – look them in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell someone what has happened – students can tell any member of staff, their family, or a friend. It is important that they tell someone or nothing can happen to stop the bullying
- The biggest worry most students have about telling, is that the problem will get worse rather than better – students should speak to someone they trust, and be confident that the school will deal with it appropriately.
- Say what has happened, how often it has happened, who was involved, who saw what was happening, where it happened and what has been done about it already

- The bullying should stop, but if it does not, keep speaking up about it as a different course of action may be required.

What JIS recommends students should do if they see someone being bullied at school:

- Say something: speaking out and saying that this is bullying can sometimes be enough to stop the situation
- Stay with the student who is being bullied and help them get away from the situation as soon as possible
- Tell a member of staff what has happened as soon as possible

What JIS will do when bullying is reported

- The school will never ignore suspected bullying.
- Staff informed of a bullying incident will report it to the Head of Year or Head of School.
- It will be investigated by talking to everyone concerned. Staff will listen carefully to what everyone has to say and not make assumptions.
- A written record will be kept.
- The incident may be referred to other members of the Senior Staff and to the student's tutor.
- If the incident is of a particularly serious nature or repeated, the Deputy or Head of School will be informed immediately.

When bullying is found to have occurred action will be taken to:

- ensure the immediate safety and well being of those involved.
- provide on-going support and counselling for the individual being bullied.
- Ensure that the individual responsible for the bullying learns that this behaviour is unacceptable by
 1. counselling the individual so they understand bullying.
 2. providing further support to rectify behaviour if required.
 3. ensuring the individual knows the consequences of further bullying.
 4. disciplining the offender if appropriate.
 5. inform parents.
 6. regular follow up with the individuals for support and to ensure that the bullying is not repeated.

If bullying continues, disciplinary action may involve:

- an interview with students and/or parents and/or staff by the Head of Primary School, Deputy Head or the Head of School.
- probation, suspension or, in extreme cases, expulsion.

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