

Paul Jones Education Anti-Bullying Policy

Definition of Bullying

Bullying is behaviour, typically repeated, which deliberately causes harm to another individual or group. Bullying has many possible causes but may be driven by prejudice towards specific groups or 'protected characteristics' as outlined in the Equality Act 2010 (e.g. race, gender, cultural background), differences between individuals or perceived differences between individuals.

A single incident wherein the victim felt hurt, humiliated or intimidated does not necessarily constitute bullying but nonetheless still lies within the remit of the Acceptable Use Policy. However, a single incident in which there is a definite power imbalance between the bully and the victim could constitute bullying.

Bullying can manifest in a variety of ways, though the online-only context of Paul Jones Education means this policy focuses on cyberbullying.

Cyberbullying

Cyberbullying uses information and communication technologies to support deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others. Cyberbullying could involve communications by various electronic media, including, for example:

- Threatening or abusive messages or calls via mobile phones, email or social media platforms.
- Using images to cause distress, fear or humiliation.
- Posting threatening, abusive, offensive or humiliating material or comments on online platforms.
- Hijacking/cloning email accounts or social media accounts.

Cyberbullying can be used to reinforce other forms of bullying, such as face-to-face bullying, and it can infringe private space. It can also draw in a wider circle of people and can constitute a criminal activity (e.g. via unauthorised publication of private data).

Preventing Cyberbullying:

Paul Jones Education takes very seriously any incidents of cyberbullying and is committed to ensuring the scale and potential for cyberbullying is limited. The following precautions are therefore taken to reduce the risk of cyberbullying:

- Students and parents agree and Acceptable Use Policy before they can access material from Paul Jones Education.
- Students are issued with their own personal login details.
- Contact details and personal information are not shared by Paul Jones Education, in accordance with GDPR.

- Sanctions, such as withdrawal of services from Paul Jones Education, may be imposed for any case of cyberbullying.
- Provides guidance on dealing with and reporting cyberbullying.

Procedures for reporting bullying:

- Students and parents are encouraged to report any instances on bullying.
- Relevant contact details for external agencies, such as Childline and NSPCC, are shared in this policy.
- All reported incidents are recorded and investigated.
- Records of incidents are retained to enable the identification of any patterns.

Procedures for dealing with reported bullying:

- On receiving a report of cyberbullying, statements from both the alleged victim and alleged bully will be obtained.
- Statements from any relevant witnesses will be obtained.
- Parents will be contacted.
- Dated written records will be retained in a Bullying Log.
- Appropriate action will be taken if an investigation reveals bullying has occurred. This may include guidance on modifying behaviour or withdrawal of services from Paul Jones Education.
- Should it be deemed that serious bullying has occurred and that there is a potential safeguarding concern, support from external agencies will be sought.

Bullying Log:

A confidential electronic record of all upheld bullying incidents is maintained by Paul Jones Education. The log records all details pertaining to the incident to ensure there is a complete historical record. The log is to be reviewed so that any patterns can be identified and so that this anti-bullying policy can be revised where necessary.

To support the student being cyberbullied, Paul Jones Education may take the following action:

- Reassure students that they have done the right thing in reporting an incident.
- Advise students to retain evidence but not retaliate or reply.
- Advise the victim to block the bully from their social media/email/mobile phone.
- The victim may be recommended to change mobile phone number.
- New login details may be issued.
- Remove hurtful or embarrassing content material which has been posted in any online group officially created on pauljoneseducation.com. Where hurtful or embarrassing material has been posted elsewhere in connection with pauljoneseducation.com, efforts will be made to contact the host provider and get the content removed.

Investigation of cyberbullying:

- If any member of Paul Jones Education’s community suspects cyber-bullying is taking place, they should alert Paul Jones.
- Alleged victims will be asked for evidence of their abuse. This might include, for example, saved phone messages or screenshots of social media pages.
- If images are involved and they may constitute either a child protection concern or illegal activity, the police will be contacted.

Working with the cyberbully and applying sanctions:

Sanctions are intended:

- To stop and deter bullying.
- To re-establish a safe and positive online learning environment so the person who has been harmed can feel safe again.
- To prevent the bully from repeating their harmful behaviour and get them to recognise why such behaviour is unacceptable.
- To reinforce the message that bullying is unacceptable.

Advice to Parents:

- If you believe your child is either being bullied or is involved in bullying, please notify Paul Jones Education immediately.
- We always endeavour to address any issue of bullying but if you feel matters are not being addressed properly, you should contact Paul Jones Education to discuss the issue.

Useful websites include:

<https://www.anti-bullyingalliance.org.uk/>

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/>

<https://youngminds.org.uk/find-help/feelings-and-symptoms/bullying/>

<https://www.bullying.co.uk/>