

John Mason School Anti-Bullying Policy

Our Promise:

At John Mason School, we are committed to fostering a safe and inclusive environment where every student is valued and respected. We believe that respect for oneself and others is fundamental to creating a positive school culture. We are dedicated to providing opportunities for all students to thrive academically, socially, and emotionally. Through determination, we strive to empower our students to stand against bullying and support one another in building a compassionate and resilient community.

What is Bullying?

At John Mason School we define bullying as behaviour that hurts someone else.

This can happen physically, verbally, or online (cyberbullying). It is often repetitive. It is often intentional. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It makes others feel uncomfortable, upset or unsafe and can include drawing attention to differences such as gender identity, sexuality, disability, race, religion, or physical characteristics and includes body shaming. Bullying is when one person or a group of people use their power or popularity, to hurt, threaten, or intimidate someone else.

The Anti Bullying Alliance defines bullying as *'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'*.

Bullying can be:

- **Emotional:** Being unfriendly, excluding, isolating and leaving people out, tormenting, blackmailing, coercion, it can include hiding belongings and threatening gestures.
- **Physical:** Pushing, grabbing, kicking, hitting, punching, tripping people up or any use of violence. It includes any form of unwanted touching. This can include touching or taking other people's belongings. It could involve theft.
- **Racist:** Racial words, taunts, graffiti, gestures.
- **Sexual:** Unwanted physical contact or sexually abusive comments.
- **Homophobic/Biphobic/Transphobic:** Bullying based on sexual orientation or gender identity.
- **Verbal:** Name-calling, sarcasm, spreading rumours, teasing. This can also be done online written in messages.
- **Cyberbullying:** All areas of the internet, such as email, social media, mobile threats by text messaging and calls, and misuse of technology (e.g. camera and video facilities). This also may include the use of AI, for example to create 'deep fakes'.

Our Responsibilities:

- **Staff:** All staff members are here to help and support all students. If students experience or witness bullying, they should talk to any adult they trust. We will take all concerns seriously, record and report them, and work to resolve the issue sensitively and promptly following our response to bullying in Appendix A. Teachers have a responsibility to educate students, promote the anti-bullying policy and an anti-bullying culture. Staff will take part in training to further increase their knowledge on anti-bullying. We will continue to develop our anti-bullying agenda at John Mason School through student voice and use of the Anti Bullying Ambassadors.

- **Students:** Students are responsible for reporting any instances of behaviour they think could be bullying that they witness or experience. Reporting bullying is an essential act of respect, courage and kindness, that helps protect your peers and contributes to a safer, more respectful school community for everyone. Standing by and letting bullying happen allows harm to continue and negatively impacts the entire school community. Students can report to any member of staff in person or via email, students can use the 'Report it' button.



JMS - Report
Bullying.

- **Parents/Carers:** are responsible for actively supporting and reinforcing the school's anti-bullying policy by promoting respectful behaviour at home and promptly addressing any concerns related to bullying incidents involving their children. Parents and carers should support John Mason School's actions in dealing with proven cases of bullying, work with the school in developing positive responses to incidents and engage in the Early Help process if wider support is required. They are responsible for monitoring their child's e-communication and social media use, following the guidance and restrictions of social media platforms. Should online bullying occur, parents are responsible for ensuring that it is reported to the internet service provider (ISP) or to any social media or other websites/Apps, involving the police if appropriate.

Our Commitment as a School:

- **Prevent:** The Personal Development Lead and Safeguarding Lead will use Anti Bullying Data to provide education to students through the personal development programme and extra curricular events. Senior Leaders will engage all staff, students, and parents in ongoing training and communication and ensure we have a robust reporting and support system for students. Heads of Year will deliver Anti Bullying assemblies.
- Anti Bullying Ambassadors will work with the Anti Bullying Lead and Senior Staff to regularly review the anti-Bullying policy, Appendix A and the Behaviour for Learning policy.
- **Listen:** We will listen to your concerns without judgement and take them seriously.
- **Investigate:** We will investigate any reports of bullying thoroughly and promptly. This may involve speaking to those involved, gathering evidence, and working with parents/guardians.
- **Record:** We will record instances of bullying in order to identify themes and trends.
- **Support:** We will provide support to both the person being bullied and the person doing the bullying. Everyone deserves a chance to learn from their mistakes and grow.
- **Respond:** In every instance we will work to educate and change the behaviour of bullies with an equitable approach that emphasises accountability, education, and rehabilitation. Interventions may include counselling, educational programs, and involving parents or carers in the process, in line with the behaviour for learning policy. The goal is to ensure the safety and well-being of all students while fostering a positive change in the perpetrators' behaviour. See appendix A. [Anti Bullying Response.docx](#)

Monitoring and Review

Review Date: July 2026

This policy will be monitored regularly by Anti Bullying Ambassadors and Senior Leaders to ensure it is effective and will be reviewed annually. The Senior Leadership Team will be responsible for this process, involving feedback from students, staff, and parents to continuously improve our approach to tackling bullying. We will review bullying data and use it strategically to inform our education and prevention plans.