# Anti-Bullying Policy

# St George's School: A Church of England Academy.

DIGNITY HOPE COMMUNITY WISDOM HUMILITY KINDNESS

ST GEORGE'S SCHOOL
A CHURCH OF ENGLAND ACADEMY

| Approved by: | G. Warnock | **Date:** 01/09/24 |
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# 1. Aims

St George's School is committed to safeguarding and promoting the welfare of young people. Our school's anti-bullying policy is designed to uphold our Christian values of **dignity, hope, community, wisdom, humility, and kindness.** Through this policy, we strive to create an environment where pupils feel respected, valued, and empowered to reach their full potential.

Through these values, people in our community are treated equally, with dignity and with fairness and respect. We welcome and value young people whatever their academic ability, ethnicity, religion, gender, sexuality or background. We promote and encourage individuality and students having the confidence to express their sense of self and what makes them unique.

St George's School expects all staff, students, parents/carers and volunteers to share this commitment to the school's values.

We believe that by fostering a culture of care and support, our pupils can develop into aspirational citizens who contribute positively to society. In doing so, we can live out the beloved Bible verse of Romans 12:10:

**"Be devoted to one another in love. Honour one another above yourselves."**

*Note: Much of the policy has been informed by work completed by the school in November 2021 to January 2022 with input from pupils who form the Anti-Bullying Committee and are working together with the Diana Award.*

## 2. Definitions

Bullying is the real or perceived intimidation of other people. Bullying aims to hurt or upset a person and make them feel powerless or defenceless.

**Bullying is:**

· Deliberately hurtful (including aggression).

· Repeated over a period of time.

· Difficult for victims to defend themselves against. Bullying can take many forms including:

 • Physical bullying- which can include kicking, hitting, pushing and taking away belongings.

• Verbal bullying which includes name-calling, mocking and making offensive comments.

• Emotional bullying which includes isolating an individual or spreading rumours about them.

• Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.

 • Sexual bullying is where someone makes unwanted physical contact or makes sexually abusive comments.

• Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

• Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as transgender.

• Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.

• Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender

**Online bullying (sometimes referred to as cyber bullying)** is the use of electronic communication, particularly mobile phones and the internet, to bully a person. Online bullying can take a number of different forms: threats and intimidation, harassment or 'online/cyber-stalking'. It can be an extension of face-to-face bullying, with technology providing the perpetrator with another route to harass their target and indeed increase the potential emotional abuse.

However online bullying differs from other forms of bullying in several significant ways:

• It can take place at any time and intrude into spaces that have previously been regarded as safe and personal.

• There is the potential for anonymity on the part of the bully.

• There is the potential for the perpetrator to play very rapidly to a larger audience so the scale and scope of online bullying can be greater than for other forms of bullying.

• The knowledge that the data is in the world-wide domain, disproportionately amplifies the negative effect on the victim, even though the perpetrator may feel his / her actual actions had been no worse than conventional forms of bullying

• The difficulty in controlling electronically circulated messages as more people get drawn in as accessories. By passing on a humiliating picture or message a bystander becomes an accessory to the bullying.

• The profile of the perpetrator and target can be different to other forms of bullying as online bullying can take place between peers and across generations.

• Many online bullying incidents can themselves act as evidence so it is important the victim saves the information.

**It is not bullying when:**

· There is no intention to hurt or harm i.e. behaviour is thoughtless or accidental. However, this behaviour will be challenged and education provided.

· There is a one-off fight/argument between students of equal stature or strength.

· There is a good reason why others cannot be included in a group activity.

· A student is called a nickname with which they are happy (students should always remain mindful about being respectful when using nicknames). Everyone deserves the right to live, grow and learn without fear or victimisation. The school will not tolerate any action that makes an individual feel uncomfortable or threatened and appropriate action will always be taken.

**Stopping bullying is the responsibility of everyone: staff, students and parents/carers.**

## 3. Upholding Our Christian Vision

Promoting St George's School's culture, values and ethos to prevent any forms of bullying

· Individualism and diversity is celebrated and valued in all forms.

· A whole school awareness is created through the delivery of: worship, morning and afternoon meetings, youth worker seminars, the PSHE Programme, cross-curricular activities and through our pupil leadership team - Anti-Bullying Ambassadors.

· The appointment of Anti-Bullying Ambassadors enables students to have a broad range of students to talk with. This creates an 'open culture' for students to discuss concerns.

· Strong Pastoral Links between PSW's and students.

· By allowing the expression of thoughts and opinions. However, comments are challenged if they discriminate or alienate and impact on student(s) or members of staff. Where any discrimination is apparent, we will seek to eradicate through education and support via staff and Anti-Bullying Ambassadors.

· A huge staff presence all round school at all times, but particularly during transitions. Clearly visible in yellow hi-vis jackets.

· Regular events throughout the school year encourage positive and respectful interactions.

· Celebration of Anti-Bullying week in November to raise awareness.

· The school acts immediately against any disrespectful behaviour that is negative towards our students and staff. This can be classed as 'Bullying'. · Link to Respect & Anti-Bullying Policy is on the school website.

· Mobile Phone/Electronic Devices Policy which prohibits the use of devices being used in school. This is to encourage positive interactions.

· To enable all students to feel valued and self-confident, anti-bullying strategies are of the highest priority throughout the school.

# 4. How We Respond

**Responding to bullying behaviour School The school deals sensitively with the issue of bullying using a number of strategies:**

Staff will record all concerns and incidents or reports of bullying/child on child abuse on the My Concern system or triage.

· All incidents or reports will be given to the appropriate PSW who will investigate and take action.

· The victim will complete a Bullying Concern Form, which is provided by school and be asked whether they consider the action to be bullying. NB – there may be certain cases when the PSW will make a decision that bullying has occurred even if the victim feels that it has not. Professional judgement will be used.

· Statements from relevant parties will be taken.

· Parents/carers will be notified and the appropriate support offered.

· A range of strategies will be used in resolving the problem, including education, conciliation, mediation or Restorative Justice, sanctions or even the exclusion of a pupil from school when this is warranted

· Perpetrators will be spoken to by a Senior Member of Staff to further educate.

· PSW will speak to the victim after an appropriate length of time to ensure that bullying has ceased. · Regular reviews of bullying victims and perpetrators will take place. This will be termly through the QA process.

· Guidance on how to deal with bullying is given to students new to the school in the first few weeks of the academic year and new parents are also made aware of the policy.

· The school clearly conveys the message that it is always best to tell someone if any bullying behaviour is suspected, witnessed or experienced.

· Students will talk to any member of the school community they feel comfortable with.

## 5. Working with Parents/Carers

**Parents/carers:**

The school takes the view that it is very important to work with parents/carers and that everyone involved needs to listen to each other.

· Parents/carers are made aware of the school's Anti-Bullying Policy. This is available on the school website.

· Parents/carers should contact the school immediately if they have any concerns regarding bullying.

● Parents/carers should be willing to accept that their own child may be involved in bullying someone else and allow the school time to carry out a thorough investigation before taking action to resolve an incident.

**Complaints**

● Any complaints are to be made inline with our complaints policy and procedure that is on the academy website.

**Limits of the policy**

Where bullying occurs in school, on school trips and through electronic channels etc, the policy will be applied. If bullying takes place out of school, but there is a school connection, e.g. both are students, the school will, if it is within their powers, take action. If bullying takes place out of school and there is no school connection, the policy cannot be invoked but the school may offer support. This highlights the critical importance of parents/carers and School working together.

## 6. Monitoring

 The school will systematically evaluate specific areas of the policy and their effectiveness.

 We will also review staff procedures to ensure measures are workable and sustainable. There will be an on-going evaluation of procedures.

Questionnaires and surveys will be carried out on a regular basis and through regular Anti-Bullying Ambassador meetings. Student voice activities are used to monitor the impact of the policy.

Monitoring of the following will take place termly as part of the Anti bullying evaluation process by the Pastoral team via the study of the data provided by the information on SIMS, Class Charts and My Concern.

**Reviewed and amended Sep 2023. This Policy will be reviewed annually.**