

CODE OF CONDUCT IN OUR CHRISTIAN COMMUNITY

(Anti-Bullying Policy)

Our aim is to ensure that you feel happy, safe and secure in your school.

We believe:

- That every individual in our community is a unique and valuable creation made in the image of God.

- We all have a right to be considered equal, worthy of respect and esteem.

- We all have a responsibility to treat others as we would like to be treated ourselves.

Therefore please:

- Treat each other with courtesy.

- Look after the classrooms and environment.

- Remember that our Code of Conduct applies when we are travelling to and from school or when representing the school.

- Tell an adult if you see someone who is unhappy or worried.

In the context of our school ethos we believe that it is the right of every individual to feel valued

and unafraid. The behaviour of students, teaching staff, support staff and parents is expected to

reflect this.

POLICY APPLICATION

This policy applies to all students and adults learning and working at St George's Church of England Academy. The policy addresses bullying indicated in child to child, adult to child, child to

adult and adult to adult situations.

The policy applies to all students and staff in their relationships with each other both on and off the school site and is not limited to term-time.

Objectives of this policy

To ensure that:

- all governors, teaching and non-teaching staff, students and parents have an understanding of

what bullying is;

- all governors and teaching and non-teaching staff know what the school policy is on bullying

and follow it when bullying is reported;

- all students and parents know what the school policy is on bullying and what they should do if

bullying arises;

- as a school we take bullying very seriously. Students and parents should be assured that they

will be fully supported when bullying is reported;

- bullying will not be tolerated.

WHAT IS BULLYING?

Bullying is 'Behaviour by an individual or group, usually repeated over time, that intentionally hurts

another individual or group either physically or emotionally'.

Bullying falls into two categories:

- Emotional Bullying
- Physical Bullying

Behaviour constitutes bullying if:

- It is repetitive, wilful or persistent;
- It is intentionally harmful, carried out by an individual or group;
- There is an imbalance of power leaving the person who is bullied feeling defenceless.

It is important to acknowledge that bullying behaviour can and does occur anywhere and everywhere in schools, within the home and in the community at large.

Bullying can be:

Emotional/Cultural being unfriendly, excluding, tormenting (eg hiding books, threatening gestures), taking belongings.

Physical pushing, kicking, hitting, punching or any use of violence.

Racist racial taunts, graffiti, gestures.

Sexual unwanted physical contact or sexually explicit and/or abusive

comments.

Homophobic because of, or focussing on, the issue of sexuality.

Verbal name calling, sarcasm, spreading rumours, teasing.

Focusing on disability or SEN because of, or focussing on a disability whether physical or psychological.

Cyber using electronic means such as social websites, mobile phones, text messages, photographs or email to cause pain and distress to a victim.

Religious religious intolerance of any sort.

STUDENT REPORTING SYSTEM

Bullying not only hurts, it is insidious and undermining to both the victim and the community at large. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

Students who are bullied have a right to time and effective support. Students who are bullying need

to learn different ways of behaving.

St George's is committed to provide clear and effective student reporting systems. These include:

A comprehensive Pastoral System in which students have several members of staff in whom students can confide:

- A tutorial system in which a student is seen by his/her group tutor daily.
- Some peer monitoring system in which senior students look after the welfare of younger students.
- A school email system that allows students to contact particular members of staff.
- The school nurse is available to all students and she can be accessed confidentially via the Pastoral leads.

SIGNS AND SYMPTOMS OF BULLYING

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of

these possible signs and that they should investigate if a child,

- changes their usual routine;
- is unwilling to go to school (school phobia);
- begins truanting;
- becomes withdrawn, anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- comes home with clothes torn or books damaged;
- has possessions go 'missing';
- asks for money or starts stealing money (to pay the bully);
- has unexplained cuts or bruises;
- comes home hungry having missed meals;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying will be considered a possibility and will be investigated.

PROCEDURES (INCLUDING SANCTIONS) FOR DEALING WITH BULLYING

- Bullying incidents must be reported to staff as soon as they occur.
- The incidents will be recorded and appropriate action taken.
- If possible, the students will be reconciled.
- The bully (bullies) may be asked to apologise with appropriate sincerity.
- Failing this, parents will be informed and may be asked to attend a meeting to discuss the problem.

- If necessary and appropriate, police will be consulted.
- The bullying behaviour, or threats of bullying will be investigated and the bullying addressed quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.
- Any student found to have been bullying another will be, in the first instance, dealt with by the appropriate member of staff.
- If the form of bullying is regarded as particularly serious, the matter could be handed over directly to SLT.
- Whichever circumstances prevails, it will become a matter of school record in order to enable patterns of bullying to be indentified.

A repetition of any sort of bullying could lead to suspension from the school and even expulsion if

this is deemed appropriate for the good of the whole community.

Outcomes

After the incident/incidents have been investigated and dealt with, each case will be monitored to

ensure repeated bullying does not take place.

PREVENTATIVE STRATEGIES

Many strategies are employed to promote good, positive behaviour and happy relationships.

Within the environment there is a commitment to provide effective supervision at:

- lunch-time by teaching/ non-teaching staff who are on a duty rota.
- Break-time by teaching staff again on a rota. The rotas are published at the beginning of each academic year.
- Pastoral staff/SLT alert staff to any areas of the school which may, from time to time, be identified as requiring closer supervision.
- The beginning and end of the school day, Senior Staff are on the school gate.

Within the curriculum, there is a commitment to:

- Raising awareness about bullying behaviour, its effect on emotional health and well being, and

how it will be combated.

- Developing personal and social skills through promotion of friendship skills, assertiveness skills, conflict resolution and problem solving skills, communication skills and the exploration of spiritual and moral values.

- Building and maintaining self-esteem.

- Promoting positive role models and positive student/staff relationships.

This commitment is expressed, for example in SMSC, Worship, Tutor time and 1-1 mentoring sessions.

Curriculum areas, such as R.E. and English provide opportunities for these issues to be explored.

Within the pastoral support framework, there is a commitment to:

- Place students into groups sensitively after consultation with the Primary Schools.

- Provide a comprehensive Year 7 induction programme.

- Provide access to adult support, with the first line being the Group Tutor.

- Ensure the safety and security of students before and after the school day and during break-times and lunch-times (as outlined above) by providing appropriate supervision.

- Challenge bullying behaviour of any kind.

- Challenge those who incite bullying behaviour by others.

REPORTING/RECORDING/RESPONDING TO INCIDENTS

(Refer also to the Child Protection Policy re.disclosure and confidentiality)

SLT and Pastoral in consultation with other school staff, will be responsible for recording, monitoring and co-ordinating actions as deemed appropriate.

The Pastoral Staff, in consultation with the Group Tutor and parents will offer advice, support and

mentoring, etc. for those students being bullied. Support and advice will also be made available to

the bullies.

Possible Strategies for Investigation of Incidents

- Prompt and thorough investigation of all reported incidents.
- Identify member of staff with whom victim can talk.
- Encourage the child to co-operate fully.
- Interview individually.
- Individual students may make a written record if deemed appropriate.
- Close supervision and monitoring during investigation.
- Involve parents of children involved by keeping them fully informed.

Range of Possible Follow-up Action

- Ensure the victim is supported and protected.
- Follow up regularly after incidents.
- Aim to prevent further incidents by providing the victim with support to develop assertiveness

skills.

- Aim to prevent further incidents by working with the child who is exhibiting bullying behaviour

with the intention of behaviour modification.

- Offer other support networks as appropriate/necessary such as, Health and Education professionals etc to both victim and bully.

Sanctions for Bullying

Our aim is for parents, carers, students and school to operate in a culture of mutual regard hence

often the issue can be resolved at the stage of parental involvement but further sanctions not necessarily hierarchical, are available. These sanctions are:

- Parental/student interviews.
- Detentions.
- Isolation internally to school.
- Removal of the bully from a tutor group or particular class.
- Removal of the bully from a school bus.
- Police contact.
- Withholding participation in any school activity (eg. trips, residential, social or sports event)

which is not an essential part of the curriculum.

- Exclusion – fixed term.
- Governors' Behaviour Sub-Committee.
- Exclusion – permanent.

The strongest sanction, exclusion, may be necessary in cases of severe and/or persistent bullying.

POLICY REVIEW

The agreed Policy will be reviewed by the Governors annually, considering reported incidents and

comments from students, staff (teaching and non-teaching) and governors.

RESPONDING TO A COMPLAINT FROM A PARENT/GUARDIAN

Parents have a right to contact the school and then the Governors of the school if they wish to raise a complaint.

This policy should be viewed in relation to the following documents within school:

- Child Protection Policy
- Safety Policy
- SEND Policy Guidance
- Recording Racial Incidents