



## **ANTI-BULLYING POLICY**

### **Introduction**

*At St George, all students irrespective of ability, race, gender or need are respected and valued as individuals. This is reflected in the College organisation and curriculum structure, its assessment and rewards systems and the arrangements made for careers education and work experience. Students with SEND are integrated and included fully into the life of the College as a whole, including its social and cultural activities.*

*The College believes that the needs, right and entitlements of individual students are the focus of both educational and social environment and that the family and the College community should work together.*

**'At St George we ASPIRE to become all that God has created us to be'.**

### **Aim**

To create a positive learning environment based on mutual respect both in the classroom and around the college.

### **Principles**

At St. George, we believe:

- That we are all made in God's image and are entitled to opportunities to make good progress in learning
- Every student and adult has a right to come to school and be safe from unkindness, threats and violence
- People who bully need to be stopped and made to understand that their behaviour is unacceptable
- People who are bullied need to learn how to avoid it happening to them
- We can only help if people are willing to talk to us about bullying
- The College will carry out a survey on bullying bi-annually

As a college, we are committed to not only dealing with bullying, but to do all that we can to prevent it happening in the first place. We seek to build self-esteem in students and to develop tolerance of others. We use curriculum time during PSHE lessons, RE Lessons, form tutorial time, assemblies and subject areas, as appropriate, to explore issues around bullying and consider other people's points of view and help our students learn how to manage their relationships with others.

The Trinity Centre and student support offer reparation and small group work for victims and bullies as do Progress Leaders and members of SMT.

### **What Is Bullying?**

Bullying involves any repeated action on the part of one or more persons that the victim in question finds extremely hurtful and is often aimed at certain people because of their race, religion, gender

or sexual orientation or any other aspect such as appearance or disability. Bullying can take many forms including:

- physical assault
- teasing
- making threats
- name calling
- cyber bullying

It should be noted that the above definition would, therefore, exclude one off events and could in some cases, perhaps, involve the so-called 'bully' or 'bullies' not realising the significance of their action.

Bullying can take different forms and can be blatant or exceptionally subtle.

Bullying can be:

- **Emotional:** being excluded, tormented (e.g. hiding books, threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of aggression and intimidation
- **Racial:** racial taunts, use of racial symbols, graffiti, gestures
- **Sexual:** unwanted physical contact, sexually abusive comments including homophobic comments and graffiti.
- **Verbal:** name-calling, spreading rumours, teasing, insulting families
- **Cyber:** All areas of internet, such as email, chat room misuse. Mobile threats by text messaging & calls & picture taking. Misuse of associated technology, i.e. camera & video facilities

## Guidelines

### Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated equally and with respect. Students who are bullying need to learn to empathise with their victims and may themselves need help and guidance in this area. The College has a responsibility to respond promptly and effectively to issues of bullying.

### Support systems in the College

- Students should be encouraged to report all cases of bullying to; form tutors, prefects, Progress Leaders, Trinity, Student Support or any other responsible adult in the College.
- Investigations of bullying incidents must be the responsibility of the Pastoral Leader, any member of staff who has an incident reported to them should refer it to the appropriate Progress Leader who will investigate the issue.
- Some victims may only want to be supported from a distance or only require someone to listen and cannot be encouraged to report the incident to a member of staff.
- The victim needs to be consulted as to what would help them before a course of action is decided.

**Progress Leaders** need to follow the procedures detailed below when investigating incidents of bullying. Every case will be different and the procedures will need to be tailored to suit the individual circumstances.

1. Investigation: written statements if appropriate, from the victim, the 'bully' or perpetrator and any third party witnesses who should be interviewed separately.
2. The incident will be recorded by staff. Copies of all correspondence and statements should be placed on file.
3. Counsel victim and perpetrator and contact parents if appropriate. Give support to all victims and perpetrators. Consider the public response to the incident.
4. An attempt will be made to help the perpetrators change their behaviour.  
Where vulnerable children are subject to bullying the Designated Safeguarding Lead (DSL) might be informed if deemed appropriate.

## **Procedures**

- The individual incidents will be dealt with in accordance with the sanctions in the behaviour policy: Mobile phones may be confiscated by staff for evidence of intimidation and bullying and if necessary details passed onto the police.
- In serious cases, exclusion will be considered.
- If possible, the students will be reconciled and given support if appropriate.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Support will be given to the victim.
- Support must be given to the bully to help change their behaviour.

## **Prevention**

- The curriculum includes PSHE, which focuses on the issue of bullying. Our assemblies on our College ASPIRE values further explore issues on bullying, especially the values of Respect and Relationship.

## **Guideline procedures for all staff to follow**

It is crucial that **all** staff accept the need to act to tackle bullying.

## **Prevention**

All staff will....

1. Watch for early signs of distress in students – deterioration of work, spurious illness, isolation, the desire to stay close to adults, erratic attendance, changes in behaviour, emotional disturbance.
2. Encourage students within tutor groups, using Circle Time, to break down the culture of secrecy and report incidents of bullying against others and themselves.
3. Encourage the use of the Pupil Complaint Form, in the Administration Office.
4. Be assertive in promoting the message that bullying is anti-social behaviour and is unacceptable under all circumstances.

5. Be aware of isolated individuals within either the tutor group or the teaching group.
6. Tell someone if you suspect bullying is taking place – the Form Tutor, Head of Department, Progress Leader or a Senior Manager.
7. Be aware of “hot-spots” i.e. areas within the College where bullying is more likely to take place.
8. Be aware of anti-social behaviour, especially on the corridors whilst pupils are moving.
9. Reward positive behaviour and good attitudes towards one another.
10. Will have regular training on up to date anti-bullying prevention.

**This policy will be reviewed every two years.**

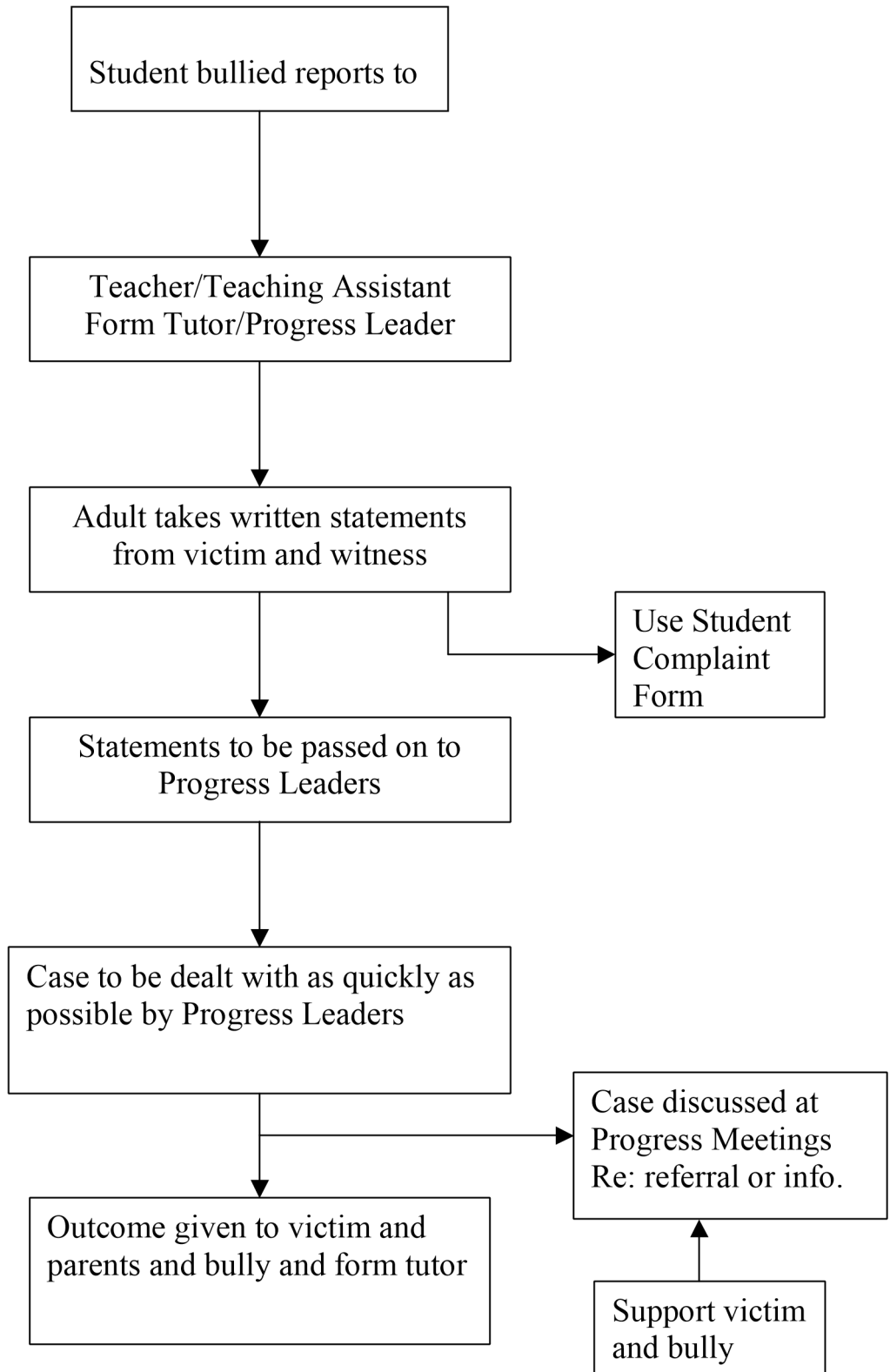
**Date of next review: June 2020**

**The Governing Body agreed this policy on 29 June 2018.**

**APPENDIX 1**

**PROCEDURES**

**FLOW CHART**



**APPENDIX 2**

**Student V Student Complaint**

Please write down what your complaint is. What you write will be confidential.

Give the completed form to your tutor, so that we can deal with the problem.

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If you think this incident was a case of racial harassment

Please tick this box

Progress Leader: Please tick when feedback given to student

Signed : .....

Date: .....

Action: .....

This form must go to the student's file.