

## Section 3.3 Anti-Bullying Policy

St Saviour's & St Olave's School believes that its community has the right to learn in a supportive, caring and safe environment without the fear of being bullied. Our Christian ethos makes clear that everyone is equal and we treat each other with dignity and respect. Our School also has a clear policy on the promotion of good citizenship and the development of students' social and emotional skills. In this way, we seek to create an environment where everyone can flourish in a loving and hospitable community. It is made clear that bullying is a form of anti-social behaviour. It is WRONG and will not be tolerated.

### **WHAT IS BULLYING?**

It is deliberate victimisation, which is ongoing. Bullying can occur through several types of anti-social behaviour. This is distinct from situations where a friendship has broken down or students are finding it difficult to co-exist respectfully within our school community. Bullying can be:

1. **PHYSICAL**

A child can be physically punched, kicked, hit, spat at, etc.

2. **VERBAL**

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, sexual orientation, personality, etc.

3. **EMOTIONAL**

A child can be bullied by being deliberately excluded or tormented by those they believe to be their friends.

4. **DAMAGE TO PROPERTY OR THEFT**

Pupils may have their property damaged or stolen. Threatening behaviour may be used by the bully in order that the pupil hand over property to them.

5. **CYBER-BULLYING**

Using email, social networking sites, mobile phones and other technologies to intimidate and upset others.

### **Guidance for students**

#### **WHAT CAN YOU DO IF YOU ARE BEING BULLIED?**

Remember that your silence is the bully's greatest weapon.

- It is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.
- Tell yourself that you do not deserve to be bullied, and that it is wrong. Do not ignore it.
- Be proud of who you are. It is good to be individual.

## **IF YOU KNOW SOMEONE IS BEING BULLIED:**

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

## **Guidance for parents and carers**

### **AS A PARENT/CARER:**

- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight as it will make matters worse.
- Make sure your child is fully aware of the school policy concerning bullying, and that they should not be afraid.

## **Guidance for staff**

### **AS A SCHOOL, WE:**

- Treat bullying as a serious offence and take every possible action to eradicate it from our school.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards in accordance with our Christian ethos, including but not limited to: the PSHE programme, assemblies, acts of collective worship, the School Council, peer coaching, Form Prefects, teaching about online safety.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Record all incidents of bullying.
- Review the School Policy and its degree of success.
- Ensure that students are aware of the range of support available to them, including teachers (particularly Form Tutors), senior staff, Inclusion Officers, Behaviour Support, School Chaplain, Drama therapist, Directors of Learning and the student leadership team. We will direct them to the relevant support to ensure that they are supported and feel cared for.

## **ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED:**

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, we will use our system of sanctions which can include internal and/or external exclusions.

We will provide help, support and counselling as appropriate to the victim and facilitate a restorative meeting to ensure that they feel safe at school. This is an important part of the process for anyone identifying as displaying bullying behaviour as it helps them to understand the impact of their actions. To this end, we will support them to change their behaviour by identifying underlying issues which may be at the root of their behaviour.

In each instance, the pastoral team will stay in contact with the parent/carer so that school and home are working together to ensure there is a clear way forward for all those involved.