

Anti-Bullying Policy

Background

Bullying occurs in schools and in all walks of life. At SAIntS we deplore bullying in any form, and we wish to make it clear that bullies will be dealt with. This policy is appropriate and relevant to all members of the School whether adults or students. Everyone has a right to come to School without the fear of bullying.

Definition

Bullying is defined as *deliberately hurtful behaviour over a period of time* which includes:

- Physical (hitting, kicking, punching, biting, pinching, poking)
- Sexual (touching in an inappropriate manner, sharing inappropriate images, making sexual comments)
- Verbal (name calling, racist remarks, insulting remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Psychological (placing unreasonable demands, undermining confidence, spreading rumours)
- Cyber bullying (making or responding to comments placed on the internet via messaging systems, trolling, spreading rumours)

Prevention

Education and raising awareness of difficulties is vital in helping to prevent bullying. In addition, a zero tolerance approach must be in place. All stakeholders must be aware that action will be swift in cases of suspected bullying.

The School makes it clear that witnessing bullying and taking no action or laughing/encouraging bullies (reinforcing) is condoning the action and will result in action by the School which is likely to include sanctions. It must also be made clear to all parties that simply standing by and not reporting incidents of bullying is not tolerated; it must be reported.

All stakeholders should be consulted in formation and/or review of this policy.

The School has in place Power for Good Ambassadors who are trained in how to spot and deal with bullying as well as being a friendly, go-to person.

The School will have an annual Anti-Bullying week with a focus on care and prevention.

The School will provide a counsellor who shall be trained in how to counsel bullies or their victims.

Warning Signs

All members of SAIntS should look out for warning signs exhibited by people who may be the victims of bullying or who may be at risk of being bullied. Signs may include:

- A change in behaviour (more aggressive, more withdrawn, sadness, frustration);
- Isolation (a 'loner' at break times);
- Someone who has a learning difficulty;
- Someone who is perceived as being weaker and/or unlikely to defend themselves;
- Someone who has previously been a bully (potential for retaliation actions).

Actions

If someone is the victim of bullying or they witness bullying, they must talk to a trusted adult and report it. Students may also approach one of our 'Power for Good Ambassadors' who have been trained to respond appropriately.

In the event of student bullying, the Head of Year must be informed. In the case of a staff member, a member of SLT must be informed.



All concerned parties will be interviewed by senior staff and the incident will be recorded and placed on file.

In cases of student bullying:

First/Minor Offence: The Head of Year is likely to be the person leading the actions

Repeat/Major Offence: Senior member of staff (SLT) will intervene

In cases of staff bullying:

Minor: Member of SLT and/or Human Resources Manager will lead

Severe: Head Teacher and Human Resources Manager

Depending upon the severity of the incident, the following actions may be deemed appropriate.

- Restorative justice meeting if the victim is willing to have this;
- Parents will be informed;
- Discussions which make it clear to the bully and/or reinforce how the victim feels;
- Signed agreement from the bully that the bullying will cease;
- Official warnings (verbal or written);
- Detention (students);
- Suspension/Exclusion;
- Permanent exclusion or termination of contract.

It may be appropriate in the case of staff bullying for the member of staff to take out a grievance on the bully. If this is the case then the Grievance Policy shall be followed which may lead to the Disciplinary Policy being enacted.

This policy should be reviewed on an annual basis