



St Saviour's School

Counter Bullying Policy



A Guide for Parents/Carers, Pupils and Staff

Updated November 2019

What is bullying?

Bullying generally takes the form of emotionally or physically harmful behaviour. It can include:

- Name calling
- Taunting
- Threats
- Mocking
- Making offensive comments, humiliating someone
- Kicking, hitting, pushing
- Taking/damaging belongings
- Spreading rumours or constantly putting a person down
- Excluding someone from a group
- Using insulting racist language
- Unwanted physical contact
- Bullying by text, by email, on the internet or contributing to 'hate' websites.

What is the impact?

Bullying has a destructive effect on the lives of an individual, not only the person being bullied, but also to the bully and those who stand by. It can lead to self-doubt, lack of confidence, low self-esteem, depression, anxiety or self-harm.

Our principles:

- Bullying in any form, of any person, is wrong and will not be tolerated
- All people have intrinsic value and worth and we embrace their uniqueness and autonomy
- We respect difference and welcome diversity and believe our work should be inclusive of all
- We believe that staff, pupils and parents within the school community should treat each other with respect and courtesy and have the right to be free from harassment, bullying or any other form of unacceptable behaviour
- We believe in creating a safe environment and that dealing with bullying is everyone's responsibility
- We believe individuals should actively participate in decisions that affect them and should be supported in taking responsibility for their choices
- We work using a range of strategies and actively challenge the use of humiliation, fear and ridicule

Expectations

Of The School

The school will:

- Develop systems to integrate counter-bullying activity within the curriculum and daily function of the school.
- Work with pupils, parents, staff and the local community to counter bullying
- Model appropriate behaviour towards fellow members of the community
- Believe individuals who report or share concerns about bullying.

Of Parents

Parents are expected to:

- Take any concerns about bullying expressed by their children seriously
- To work with the school by supporting the school policy, principles and interventions in order to help solve the bullying
- To model appropriate behaviour towards staff, other parents and pupils within the school community

Of Pupils

- Know that bullying is not an acceptable part of 'growing up'
- Report incidents of bullying affecting themselves or others

What does the school do?

Any report/allegation of bullying is taken seriously:

- Staff will work with the person who is being bullied to help them feel safe and to find responses to bullying that work
- Staff will work with individuals who are bullying to change the behaviour
- Staff will work with parents of both parties
- Staff may involve professionals from outside agencies
- Serious victimisation may result in pupil suspension, this may be internal or external

When is behaviour not bullying?

This policy covers bullying and how the school community can work together to solve this through counter-bullying systems.

There are occasions when behaviours of individuals are recognised as non-bullying behaviours. The Department for Education defines the difference that make behaviours 'bullying', as opposed to 'having a laugh', venting frustration or a non-bullying incident of physical or verbal aggression as:

- Repetition of behaviour, with the purpose of systematically undermining a person over a period of time; and
- An imbalance of power between the person on the receiving end of the bullying and the person or persons doing the bullying i.e. one individual is in a weaker position and is less able to defend himself/herself.

It is quite common for the term 'bullying' to be misused. Please always refer any concerns to staff within the school if you suspect there may be a bullying issue.

We talk with the pupils about 'STOP' in reference to bullying; this helps them to understand that bullying is when someone is unkind to someone repeatedly and deliberately, and gives them a strategy to try to stop it happening.

**Several
Times
On
Purpose**



**Several
Times
On
Purpose**

Bullying Must Stop