



Anti-bullying Policy

At **St. George's School of English**, we are committed to providing a caring, friendly and safe environment for all of our students and visitors so they can learn in a relaxed and secure atmosphere free from oppression and abuse. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated. All students should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. Anyone observing any signs of bullying behaviour should alert a member of staff immediately.

What Is Bullying? "Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Bullying generally takes one of four forms:

- Indirect being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal name-calling, teasing, threats, sarcasm
- Cyber

Some common examples of bullying include:

- Racial bullying
- Homophobic bullying
- Bullying based on disability, ability, gender, appearance or circumstance
- Behavioural changes such as reduced concentration and/or becoming withdrawn, clingy, depressed, tearful, emotionally up and down, reluctance to go training or competitions
- An unexplained drop off in performance
- Physical signs such as stomach aches, headaches, difficulty in sleeping, bed wetting, scratching and bruising, damaged clothes, bingeing e.g. on food, alcohol or cigarettes
- A shortage of money or frequents loss of possessions
- All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging
- Mobile threats by text messaging & calls
- Misuse of associated technology , i.e. camera and video facilities

Objectives of this Policy

- All supervisors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is
- All supervisors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of

staff who has been approached

- A clear and precise account of the incident will be recorded and given to the head teacher
- The head teacher will interview all concerned and will record the incident
- Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, police will be consulted Students

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with the leader, supervisor, or a member of staff of their choice
- Reassuring the student
- Offering continuous support
- Restoring self-esteem and confidence

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and the need to change
- Informing agents, parents or guardians to help change the attitude and behaviour of the student

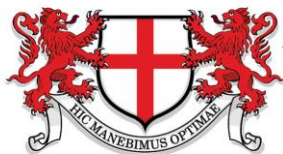
The following disciplinary steps can be taken:

- The initial meeting with the victim, meeting including the victim and bully
- Official warnings to cease offending
- Exclusion from some or all services offered by the school
- Exclusion from activities and excursions
- Temporary exclusion
- Permanent exclusion
- Returning of 'borrowed' items and compensation of the victim
- Sending student home (final decision made by the Director)

KEEP WRITTEN RECORD OF ALL MEETINGS AND ACTIONS TAKEN, all in the presence of an appropriate leader or a guardian and a staff member!

At all stages, Group Leaders, the Office Manager and/or Director should be involved. Parents will be informed of what action is being taken and what has happened in writing.

Maintain confidentiality on a need to know basis only



St. George's School of English

Revenue Chambers, Chapel Road
Worthing, West Sussex BN11 1BG
U.K.

+44 (0)1903 203389 / info@sg-cc.com