



ANTI-BULLYING POLICY

This policy is applicable to Senior School Pupils only.

This Policy is available on the College website, or upon request from the School Administration Office.

In developing this policy, note has been taken of the useful non-statutory advice [Behaviour and Discipline in Schools: Advice for headteachers and school staff \(January 2016\)](#) and [Preventing and Tackling Bullying: Advice for headteachers, staff and governing bodies \(October 2014\)](#).

The College takes Bullying extremely seriously, be it physical or emotional (which may cause psychological damage);

The staff and pupils at St. Lawrence College are fully committed to ensuring an environment in which a pupil can develop his/her own individuality with confidence and without fear. We believe that bullying is not a frequent occurrence here, but we are ever mindful of the risk of occurrence and the long-lasting impacts it can have.

What is bullying?

Bullying is behaviour that is repeated over time and intentionally hurts another pupil or group physically or emotionally. It is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or is a carer. It may occur directly or through cyber-technology (e.g. social websites, mobile 'phones, text messages, photographs and email);

Bullying takes place through means which can be verbal (e.g. name-calling), indirect (e.g. exclusion) and physical (e.g. hitting).

As with other aspects of school discipline, we aim to educate our pupils about bullying, as well as setting out a disciplinary procedure.

We also hope to support both the victim and the bully, while still making it clear that no form of bullying is to be tolerated at St Lawrence College.

Tackling Bullying:

The college strives to make it is easy to report bullying, including cyber-bullying and bullying outside school. We are committed to responding and acting upon all reported instances of bullying and records are kept to evaluate the effectiveness of the approach adopted or to enable patterns to be identified.

Staff awareness of bullying issues and trends is raised through regular training (e.g by attending courses, seminars and visiting speakers) so that the principles of this policy are understood, legal responsibilities are known, ways of resolving and preventing problems are identified, and sources of support are made known and available.

Education:

- Every pupil has access to our 'Anti-Bullying' leaflet, an electronic version of which can be found on Firefly.
- Our Pastoral system and PSHE programme will enable pupils to discuss the topic and assess the reasons why it happens, and the effects on both victim and bully;
- The influence of good role models from senior pupils is also important;
- Pupils are made aware of the part they can play in preventing bullying not least when they find themselves as bystanders;
- The College recognises that parents need to be involved as they also have an important role to play in helping to educate, report and address bullying behaviour and to support their child whether they are the perpetrator or the victim.

Discipline:

- Our first concern is to prevent bullying rather than punish bullies;
- Initial instances of bullying will generally be dealt with sympathetically: it is important that the victim, or his peers, should feel able to go to House staff or other members of staff, knowing that they will try to resolve the matter by counselling both parties;
- Extreme or persistent bullying will be dealt with severely. The Principal and parents will be involved, and this may lead to suspension or expulsion;
- The person responsible must pay for any damage to property.

Support:

- Pupils must be aware that there is a range of people to whom they can go for help and/or should refer to the school's document entitled "Problems, Help and Advice";
- This applies not only to victims, but also to bullies who are often unhappy about their actions;
- **Bullies must never be punished by bullying.** Physical or verbal abuse directed at a bully is not an acceptable response;
- Pupils are strongly encouraged to report bullying, either of themselves or of others. Protecting a bully by not reporting him/her never makes the problem go away.

Cyber bullying:

Cyberbullying, which means the use of electronic equipment such as computers and mobile phones, involves new and increasingly complex forms and types of bullying such as impersonation and exclusion from social networking. It includes sending or posting harmful or cruel texts or images using the internet or other digital communications devices. The College takes online safety seriously and employs strict filters on all its internet access via WiFi and computers. However with increasing availability to pupils of devices that give unrestricted access to the internet, the College actively encourages teachers and parents to be vigilant both at school and at home. Additionally, pupils are encouraged to stay safe on line by following the guidelines listed below and in our leaflet 'e-Safety Advice to Pupils'.

Advice to young people

- Don't reply to an abusive message, it encourages the bully;
- Keep a record of any event/message (needed for Police, ISP, Mobile Co. to trace);
- Think before you send pictures; they can spread beyond your circle of friends;
- If you receive a rude message or image don't forward it, you could be breaking the law/assisting the bully;
- Make sure you tell someone (offline you would probably tell someone earlier);
- Don't let anyone else have your password.

See also:

- ◇ Are you worried about bullying? (leaflet)
- ◇ Safeguarding and Child Protection Policy
- ◇ IT Acceptable Use Policy
- ◇ E-Safety Policy
- ◇ E-Safety Advice to Pupils (leaflet)
- ◇ Mobile Phone AUP
- ◇ Social Media Policy
- ◇ PSHE Policy

This policy will be reviewed in accordance with the Policy Review Schedule