



# Anti-Bullying Policy

Created February 2016

## 1. Purpose of this policy

All students at St. Julian's have an equal right to participate and enjoy their education to fulfil their potential. Bullying is unacceptable in this school and will not be tolerated.

This policy aims to:

- Promotes positive attitudes towards each other.
- Encourages an atmosphere where bullying does not occur.
- Ensures that staff, students, and parents are all aware of what constitutes bullying. Encourages students to report incidents of bullying.
- Ensures that genuine bullying incidents are taken seriously, followed up and dealt with appropriately.
- Encourages everyone to actively challenge bullying whenever and wherever it occurs.

## 2. Definition of Bullying

"Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves."

Bullying can occur through several types of anti-social behaviour such as the following examples:

- **Physical:** A child can be punched, pushed, kicked, hit, spat at, tripped up or attacked in some other way.
- **Verbal:** Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical appearance, social disability, or any other individual characteristics.
- **Exclusion:** A child can be bullied simply by being excluded from discussions, conversations, or activities, by those they believe to be their friends.
- **Damage to property or theft:** Pupils may have their property damaged or stolen. Threats may be used by the bully to force the pupil to hand over property to the bully.
- **Emotional:** Pupils being intentionally unfriendly, tormenting looks, spreading rumours.
- **Cyber:** Pupils sending inappropriate messages via email, mobile phone, SMS, or any other digital communication channel.

### 3. Implementation of this policy

To help maintain a safe environment for all our students, the School has implemented the following actions:

- Positive attitudes towards each other are promoted through circle time, assemblies, and all aspects of school life.
- All three schools will have proactive strategies and programmes to reinforce support for anti-bullying and encouraging resilience.
- Procedures are in place for staff to follow when bullying incidents are reported to them.
- The Staff are obliged to report and discuss incidents and to distinguish between isolated moments of conflict and bullying.
- Bullying incidents are to be taken seriously and dealt with sensitively.
- Staff actively promote and implement a whole school ethos that is opposed to bullying in all its forms.
- A system of counselling for bullies and victims.
- Sanctions apply to students who engage in bullying behaviour.

#### **Criteria for success**

- Students feel safe, happy, and successful at school.
- Students and parents have confidence in the school's procedures for dealing with bullying.
- Improved perception of bullying at the School.

#### **Monitoring and evaluation**

- Incidents of bullying are monitored by all staff.
- Records of such incidents are kept in the respective Principal's Office (Primary and Portuguese sections) or in the students' files (Secondary).

### 4. Suggested strategies for dealing with bullying

#### **Philosophy when dealing with incidents**

- Incidents need to be resolved not just smoothed over.
- Those who feel aggrieved want to see justice done.
- Blame may not be all on one side.
- It may never be possible to prove what really happened, although all efforts possible will be explored to establish what happened.
- Past patterns of behaviour are considered.

#### **Strategies and procedure used by appropriate adult**

- Meet with victim or victims separately - record what happened.
- Meet with perpetrator/s separately and record what happened.
- Agree with each perpetrator separately what you expect and discuss how he/she has broken the school golden rules (Primary) or School Rules (Secondary).
- The possibility of a reconciliatory meeting with the victim ensuring there is appropriate support from peers (students) and members of staff.
- Meet with perpetrators as a group and have each state what happened in your individual meeting. Ensure that everyone is clear about what happened.

- Reiterate to all students that they are all responsible if anyone is being bullied there are no innocent bystanders.
- Talk or write to parents of all involved if bullying has occurred.
- Keep a file on bullying detailing statements and penalties.

**Disciplinary steps that may be taken:**

- Perpetrators warned officially to stop offending and sanctions put in place. Time out/Incident recorded on Incident Report form (Primary and Secondary).
- Informing perpetrators' parents/guardians.
- Possible exclusion from the school playground at break and /or lunchtime (Primary).
- Possible suspension for a period of (1-5 days).
- In the very high-level category for continued or severe cases recommended for permanent exclusion to the Head.