



Anti-Bullying Policy

DEFINITION

1. Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or remotely on paper or via any kind of digital medium. "Hurting" is not restricted to physical hurt, but covers psychological and emotional hurting as well.
2. These are examples:
 - **Physical** - contact, assault or gestures, intimidation, aggressive behaviour, deliberately damaging someone's property
 - **Verbal** - unwelcome remarks, suggestions and propositions, malicious gossip, jokes and banter, name calling
 - **Non-verbal** - offensive literature or pictures, graffiti and computer imagery, isolation or non-co-operation and exclusion from social activities
 - **Cyberbullying** - the widespread access to technology has provided a relatively new medium for 'virtual' bullying, which can occur in or outside education settings. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. Cyberbullying can happen via social networking sites; offensive texts; You Tube; prank calls; sexting and through social network sites.
3. **Bullying is not just bad behaviour.** It suggests that the aggressor believes that he or she is superior to or greater than the victim in some way. The attraction for the bully is that he or she gets pleasure from the distress and humiliation of the victim.
4. It is no excuse to claim that "it was just a joke". If a victim feels humiliated or distressed, regardless of whether it was intended, it is still a serious matter
5. Bullying can make a person miserable and significantly harm their confidence and self-esteem. It can also result in life-long psychological effects

THE COLLEGE ETHOS

6. The Gospel teaches us the value of each individual and emphasises the equality of every person. We have a duty, as members of Christ's body in the world, to support and promote the potential and wellbeing of every member of the College community.
7. Bullying works directly against the ethos of St. Augustine's and therefore the College will take seriously, and investigate, all reported incidents. St. Augustine's does not tolerate bullying of any kind. That should be true of all members of our community: none of us should stand by and let bullying occur unimpeded. We all have an obligation to do what we can to prevent it, and if we cannot, to report incidents of bullying to authority.

8. St. Augustine's will treat all incidents of bullying as serious and more especially those incidents that target the victim on the basis of their protected characteristic (sex, disability, sexual orientation, religion, race etc) as these are criminal acts.

WHAT TO DO IF YOU BELIEVE THAT YOU HAVE BEEN BULLIED

9. Arrange to see your tutor and prepare to give details of what happened, showing any evidence that you may have. Your tutor has been trained to deal with what you say sensitively and will pass this on to your Head of Year. Any further action will be carried out with the object of protecting you, not exposing you to further danger.

KEEPING A RECORD

10. It is important that anyone who believes that they have suffered from bullying or harassment should keep any evidence that they may have e.g. texts or email messages and make notes of the details outlined below for each incident and that these notes are made as soon after the event as possible. Notes should be as accurate as possible and include the following:
 - date
 - time
 - place
 - name of person harassing them
 - what actually happened
 - how the person actually felt at the time
 - name of any witnesses

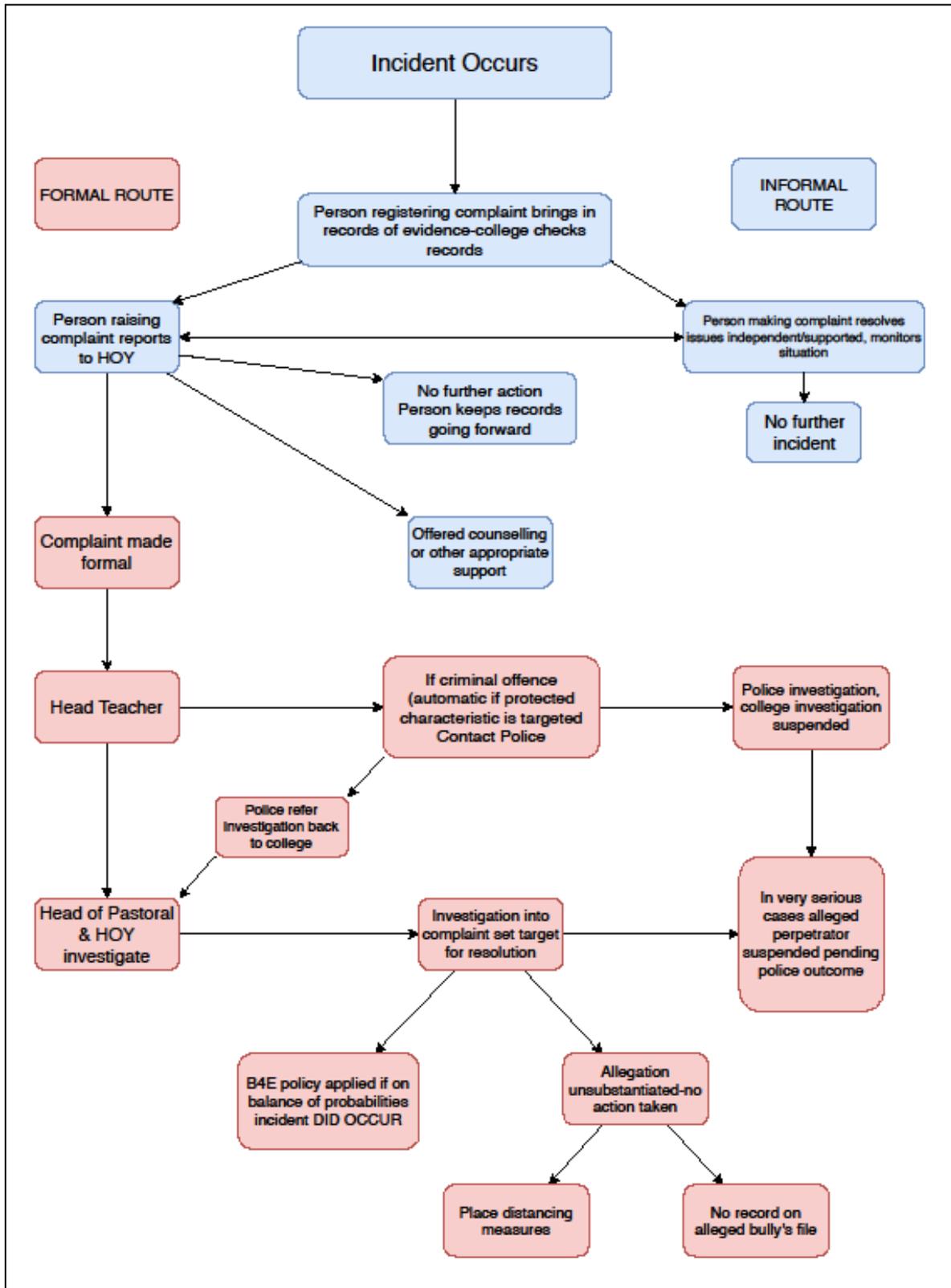
RETALIATION

11. If a complaint of bullying is made against you or a friend of yours, you may consider it unfair or unjustified. Whether that is the case or not, do not retaliate. Any bullying of someone who has made a complaint of bullying will be dealt with at least as harshly as the initial incident. If we are to stamp out bullying at St Augustine's, we must and we will protect those who make complaints.
12. However, because this is such an important issue, malicious fabrications designed to get another into trouble will also be dealt with very severely.

WHAT TO DO IF YOU SUSPECT YOUR SON/DAUGHTER IS BEING BULLIED

13. If your child tells you that he or she is being bullied, contact their Tutor who will advise.
14. If your child does not share his or her concerns with you, but you suspect that he or she might be the victim of a bully, these are some warning signs that might confirm your suspicion:
 - increased feelings of sadness
 - decreased self-esteem and loneliness
 - unexplainable injuries
 - lost or destroyed clothing, books, electronics, or jewellery
 - difficulty sleeping or frequent nightmares
 - not wanting to go to school
 - avoidance of social situations

PROCEDURES FOR DEALING WITH ALLEGATIONS - FLOWCHART



Signed by:	DAVID FORSTER	Headmaster
Date:	July 2020	
Next review date:	July 2023	