



## Anti-Bullying Policy

To effectively prevent and respond to bullying behaviour at St Thomas's School we:

- Create a safe, inclusive, and respectful environment.
- Use Positive Behaviour for Learning as a teaching tool to support a safe environment.
- Promote digital citizenship to our students.
- Identify and acknowledge bullying/intimidating behaviour and do not tolerate it *This includes cyberbullying, and gender-based bullying.*
- Deal with incidents of bullying through the school's Chance to Change.

Bullying is a form of harassment, and usually refers to intimidatory behaviour between school students, but may involve staff. If the bullying involves staff and students, the Harassment procedure is followed.

Bullying is deliberate, harmful behaviour that is often repeated, or continues over a period of time. It often involves a power imbalance and it is difficult for those being bullied to defend themselves.

All members of the school, including students themselves, have a responsibility to recognise bullying and to take action when they are aware of it happening. Bullying behaviour can be overt (directly and easily observed) or covert (indirect and hidden or less easily observed). A great deal of bullying is covert with bullying behaviour rarely occurring in front of adults. If students are being bullied, they need to feel supported and know what to do.

Examples of bullying behaviours include:

- Physical, e.g. hitting, kicking, taking belongings.
- Verbal, e.g. name calling; insults; racist, sexist, sexuality and gender-based bullying.
- Social/relational, e.g. spreading nasty stories, excluding from groups, making threats, stand over tactics.
- Cyberbullying, e.g. posting negative comments on social media, publishing or sending inappropriate messages or images.
- Digital, e.g. sending mean or intimidating texts.

Ratified by Board

Signed A.C.

Date 29/10/2024.