



St George's College

Founded 1898

ANTI- BULLYING POLICY & PROCEDURES

Reviewed and approved Jan 2023

Next review Jan 2024

ST GEORGE'S VISION MISSION AND VALUES

VISION STATEMENT

St George's College is a private, non-profit, bilingual, co-educational, learning institution with a long tradition in providing a well-rounded and demanding education. It delivers an international curriculum of high standards, which seeks to develop strong ethical values and character integrity, in order to allow its students to become useful and successful citizens.

MISSION STATEMENT

Our mission is to provide students, between the ages of 3 and 18, with a bilingual education that integrates the Argentine and international curricula. We strive for the continual improvement in the quality of the teaching and learning, management and school resources in order that the students may develop their potential to the full. Our environment nurtures individual development, independent thinking, sportsmanship and an extensive and close interaction with the community.

STATEMENT OF VALUES

Since its foundation in 1898, St George's College has been based on values adopted by its Christian founders, drawn from the best ones stemming from British tradition. These values are centred upon the following:

- Uphold honesty, integrity and truth.
- Demonstrate fortitude in terms of energy, initiative, courage and responsibility.
- Exercise good manners and respect towards people, rules, institutions, and the environment.
- Commitment and loyalty to the College, its people and society at large.
- Actively develop the concept of duty, caring and leadership through example.
- Apply perseverance and fair play in behaviour, work and play.

The College strives to uphold these values through its Governors, Staff, Parents and Students, adding to the best traditions established by its Founders.

1. COMMITMENT TO ANTI-BULLYING

The College seeks to reinforce the values of care and consideration for others, to be respectful of each individual and to accept values not only in the College community but also in the broader community, as stated in our mission statement.

St George's College embraces the advantages of modern technology in terms of the educational benefits it brings, however the College is mindful of the potential for bullying to occur. Central to the College anti bullying policy is the belief that 'all pupils have a right not to be bullied' and that 'bullying is always unacceptable'. The College also recognises that it must 'take note of bullying perpetrated outside School which spills over into the College'. The College also recognises that any act of bullying or cyberbullying which involves students who collectively attend this college, must involve school based interventions.

St George's College community takes the view that any form of bullying or harassment is unacceptable. Bullying is a breach of the student code of rights and responsibilities.

This document provides information and strategies that the whole school will use to address the issue of bullying.

This policy should be read in conjunction with the following:

- Behaviour policy & procedures
- Digital acceptable use policy & procedures
- Safeguarding policy and procedures

2. AIMS

COMPLIANCE

- To ensure the school is compliant with all national laws and guidelines
- To ensure best practice from around the world:

ONE SCHOOL

- To establish principles across all sections and highlight procedural differences.
- To ensure where possible that resources, contracted services and support materials are implemented efficiently across both sites and wherever possible replicated.

FRAMEWORK

- To provide the school's leadership a framework within which to work.
- To communicate clearly with the community what our policies and procedures are.

POLICY SPECIFIC

- To provide an ethos within school where children feel secure, valued, respected and encouraged to talk and are listened to.
- To provide support and counselling for staff whenever the need arises.

3. DEFINITION

Bullying is defined as the repeated use by one or more students of a written, verbal, or electronic expression, or of a physical act or gesture, or of any combination of these directed at another individual that:

- causes physical or emotional harm to that individual or damage to that individual's property;
- places that individual in reasonable fear of harm to himself or herself or of damage to his or her property;
- creates a hostile environment at school for the targeted individual;
- infringes on the rights of the targeted individual at school; or materially and substantially disrupts the educational process or orderly operation of the school.
- makes suggestive comments or other forms of sexual abuse.
- forces others to act against their will.
- makes verbal threats of aggression against property or possessions.
- uses offensive names, teasing or spreading rumours about others or their families. • causes acts of vandalism.

The school reserves the right to act unilaterally to end bullying when such intervention is necessary and appropriate. The school's disciplinary response may range from warning and educational measures to exclusion and in the most severe cases removal of students from College on a permanent basis.

Cyber-bullying

Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself / herself. By cyber-bullying, we mean bullying by electronic media¹:

- Bullying by texts or messages or calls on mobile phones.
- The use of mobile phone cameras to cause distress, fear or humiliation.
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to send unwanted messages to others
- Hijacking/cloning email accounts
- Making threatening, abusive, defamatory or humiliating remarks in chat rooms, to include Facebook, Whatsapp, Vine, Bebo, Youtube and any other public online space or social networks.

¹ The college may organize meetings with parents about confiscated devices and during those meetings request that parents provide access to material stored digitally on their child's device if, (1) there is reason to believe the device has been misused or (2) the device is thought to contain inappropriate images of the college, its staff or students. As a general rule students should never post images taken whilst at college or indeed any images of students wearing the St George's College uniform. Any image considered to be detrimental to the safety, image, morale or well being of any student or member of the St George's Community will be viewed as extremely serious.

5. SCHOOL CHARTER

The serious nature of instigating or being a part of either Bullying or Cyber-Bullying, should be recognised by the student, staff and parent body. 'All students on entry to the college therefore, will be asked to sign an anti-bullying College school charter stating that they understand how the college views students who bully'. It is important that each case is viewed as unique, however, those involved in any kind of bullying should be clear from the outset that their actions will be viewed by the College community as both unacceptable and unwelcome.

Any proven act of bullying therefore, will be dealt with in a serious incident. The college will remain unified in applying any sanction required to protect victims of bullying.

6. REPORTING BULLYING

It is the responsibility of every member of the school community to be accountable for the reporting of bullying in order that students remain safe, happy and protected at all times. Therefore the following guidelines are in place for everyone connected with the St George's community.

For Students:

- Bullying should be reported at the first available opportunity to any adult they feel comfortable with.
- Bullying can be reported with anonymity in the first instance.
- Students should never feel they are putting themselves at risk by reporting bullying.

For Staff:

- Any student wishing to speak to you in relation to bullying should be allowed to do so anonymously.
- However, it is the duty of every staff member to inform students of the need to pass information forward even whilst protecting their anonymity.
- If any student should make you feel uncomfortable in the reporting of an instance of bullying, ask them to remain whilst they seek the support of a second member of staff.
- All incidents of bullying should be reported to the Head of Section and Safeguarding coordinator in the first instance.

7. SCHOOL ACTION

All reported cases of bullying will be subject to an investigation and viewed as a safeguarding concern:

- As soon as the problem is identified the alleged bully(ies) will be asked to remain at home whilst investigations are carried out - creating a safe atmosphere for the victim whilst they are on campus.
- Once the investigation is concluded we require the bully and their parents to attend a meeting where the evidence is presented to them and a decision regarding next steps is explained.
- Only once this process has been completed is the bully allowed back to school

POLICY REVIEW

This policy is to be reviewed by SLT and presented to the Board of Governors for final consideration and approval.

Approved by the Board of Governors, signed:

Dr Francisco Follett, Chairman

James Belmonte Diver, Headmaster

Date: