



St Mary's School
Waverley
Founded 1888

ANTI-BULLYING POLICY

St Mary's School aims to provide a safe and secure environment where:

- individual differences are appreciated, understood and accepted
- individuals empathise with each other and offer each other support
- reporting bullying is encouraged, and the necessary steps are taken, according to our internal guidelines, to eliminate such behaviour

St Mary's School views bullying, in any form, in a very serious light and all members of the school staff are committed to promoting a safe and caring environment for the girls. Staff, girls, and parents will work together to address issues of bullying when these arise.

Definition

Bullying is undesirable behaviour that is not limited to but may include; intimidation, or harassment by an individual or a group, repeated over time, which intentionally hurts another individual or group either physically or emotionally. Bullying involves a real or perceived power imbalance and can be physical or non-physical in nature.

Physical bullying*

Physical bullying includes punching, kicking, tripping, pushing, unwelcome physical advances (touching or kissing), obscene gestures, threatening someone, the taking and/or damaging of possessions, extortion and preventing someone from entering or leaving an area or room.

Non-physical relational aggression*

- *Verbal bullying* includes name-calling, intimidation, teasing, insults, making derogatory comments about someone's appearance, being repeatedly critical, making threats and/or racist, sexist or homophobic comments
- *Social aggression and social exclusion* includes spreading rumours and gossiping, the breaking of confidences, exclusion and the deliberate splitting of a friendship to isolate and hurt a person, actively turning others against someone (verbal or nonverbal), attacking someone's reputation, silent treatment and ignoring
- *Sexual harassment* includes the spread of sexual gossip, making sexual innuendos and jokes
- *Cyberbullying* refers to online activities, which include: the sending of cruel or threatening text, posting hurtful photographs or messages about others, making unkind comments about another child, deliberately excluding others, taking explicit photographs and sending them on to others, manipulating images, "stealing" someone's identity to spread rumours or lies about another person - whether the name is mentioned or implied.

* The list of inclusions under physical bullying and non-physical relational aggression are not exhaustive, it may include these examples but are not limited to them.

January 2025