



ANTI BULLYING POLICY

Reviewed: May 2011
Date of Next Review: May 2012



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SOME GUIDELINES

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. This Policy has been informed by Kidscape and DCFS guidelines.

Bullying of any kind is unacceptable at the International School. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Every adult at the International School has a responsibility to respond promptly and effectively to issues of bullying.

Objectives

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.



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- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Parents and adults at the International School should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated



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Procedures

1. Students should always be encouraged to report bullying incidents to any member of staff they feel comfortable talking to.
2. The member of staff would usually pass the Report to the Form Tutor/Subject Teacher / Yr Mentor / HoSP.
3. The completed record should be passed to the Student Welfare and Guidance Manager Leycroft Office who will log all incidents.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
5. In serious and/or repeated cases exclusion will be considered if necessary and appropriate, the school based police officer police will be consulted.
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
7. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise.
2. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
3. In serious and/or repeated cases exclusion will be considered.
4. If necessary and appropriate, the school based police officer police will be consulted.
5. The bullies or bully may be asked to follow a programme with the Year Mentor to support changes in behaviour and/or coping strategies (see below for further preventative strategies) If possible, the pupils will be reconciled.
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
7. Other consequences may take place.



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Prevention of Bullying

As and when appropriate, these may include:

- writing and signing up to a set of form rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying
- displays in school about anti bullying
- assemblies about anti bullying and it's damaging effects on children
- making up role-plays in lessons
- having discussions about bullying and why it matters

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.



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