



Name of Policy: **Anti-Bullying**

Date Approved: August 2022

Date for Review: August 2024

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students 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.

This policy must be read in conjunction with our Safeguarding, RTL (Ready To Learn), Student Acceptable Use (AUP) and E-Safety Policies.

The Royal British International School.

- Is determined to be a safe, friendly and caring place
- Does not tolerate bullying by anyone within the School community
- Will help anyone who is bullied to end the bullying
- Will help anyone who bullies someone else to change that behaviour
- Will help all its students to become resilient, confident, tolerant and understanding.

The Royal British International School is committed to promoting a safe and caring environment where all can enjoy and achieve free from intimidation and where bullying will not be accepted.

What Is Bullying ?

Bullying is the repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.

Bullying can be.

- Emotional – being unfriendly, excluding, tormenting or threatening.
- Physical – pushing, kicking, hitting, punching, use of taunts, graffiti or gestures.
- Racist – taunts, graffiti or gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – 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, ie camera & video facilities. sexting

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. Students who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

We will always refer to the definition of bullying provided by the British Anti-Bullying Alliance (ABA) in responding to a reported incident and will take this into account in our response to parents/guardians. We will always take into account the actions/ motives of all involved in the bullying incident, including the alleged victim, to establish the full facts and to respond in order to resolve the bullying incident.

Parents are requested to report any bullying incident to the class teaching team at the earliest opportunity, to remain calm and to reassure their child that the matter will be addressed, thus enabling the school to follow up the concern to ascertain all facts in relation to the incident. This will involve talking to all parties concerned.

Objectives

- All teaching and non-teaching staff, students and parents should have an understanding of what bullying is
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All students 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. Students and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated.

Anti Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to Team Leader/ Head of Department/School Principal as appropriate
- To report the bullying concern or incident to the department Principapl, record on Engage the serious behaviour notice and any follow up/ actions resulting from the investigation

- To report the bullying as a Safeguarding/child protection concern to the DSL if it is deemed that the victim is in immediate danger of serious harm.
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open leadership and management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values our school believes in from the mission statement
- To promote the use of interventions which are least intrusive and most effective

Anti Bullying Strategies

- ♣ Regular promotion of anti bullying in assemblies and special activities to mark ABA's Anti-Bullying Week in November each year (Odd Socks Day etc)
- ♣ Use of CCTV within the school grounds to help with the prevention of bullying and follow-up on investigating alleged incidents.
- ♣ A duty rota for staff so they patrol key areas before school, break, lunchtime and after school.
- ♣ Annual questionnaires to research student views on how safe they feel in school.
- ♣ Anti bullying training for class and subject teachers and TAs (online certified and/or in-house)
- ♣ PSHE lessons on anti-bullying
- ♣ Anti-bullying interventions by School Psychologist if a pattern or trend of incidents occur within a class or Year Group.
- ♣ One to one counselling from the School Psychologist available as need is identified
- ♣ Strong teacher-student relationships so students feel comfortable in reporting any issues
- ♣ Information Assemblies from the School Team Leaders and Safeguarding Leads
- ♣ CEOP awareness training for staff (Child Exploitation Online Protection)
- ♣ Information leaflet for students and parents about E-Safety
- ♣ Parent Awareness raising notices in newsletters or school bulletins regarding Bullying issues/ trends (in-school, local, national, international)

Outcomes of Bullying Incidents

Bullying is dealt with as a Serious Behaviour incident in line with The Royal Schools' Ready To Learn Behaviour Policy.

However, The Royal School acknowledges that there is an underlying cause for most bullying incidents and we aim to support the victim and the bully.

Pupils who have bullied will be helped by:

1. Discussing what happened
2. Discovering why the pupil became involved
3. Establishing the wrong doing and need to change

4. Informing parents or guardians to help change the attitude of the pupil

Responses will vary depending on the nature of the incident, but may include:

1. Counselling
2. Use of a report card
3. Monitoring by Tutor/Head of Year
4. Peer support/peer mentoring
5. Formal recording of incidents on School's Ministry Log
6. Use of Behaviour Agreement Contract
7. Liaison with parents/guardian/school psychologist
8. Referral for external behaviour support or therapy
9. Internal exclusion
10. Fixed term exclusion
11. Permanent exclusion by Ministry of Education approval only

Anti-bullying advice to Parents / Guardians

- A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child's use of texting, Facebook, Twitter and other social media sites. Access to these is out of the schools control when your child is not in school. Please refer to each social media site for users' age advice.
- TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important
- If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options. DON'T STAY SILENT
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- TRY to be co-operative with our school and not be aggressive. Without a good working relationship between parents and the school the situation could deteriorate, which won't help you or them
- ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/guardians and our school

REMEMBER – IT IS NOT YOUR CHILD'S FAULT

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.