



### 1.1 Anti-Bullying Policy

#### 1.1.1 Aims of the policy

The policy intends to fulfil the school's objectives to provide a safe environment for its students, promote the high standards of the school (in both behaviour and education) and achieve the standards laid out in our behaviour, child protection, safeguarding policies.

#### 1.1.2 Definition of Bullying

Bullying is an action taken by one or more children, often with the deliberate intention of hurting, upsetting and intimidating another child. Bullying is most often unprovoked and a repeated behaviour that could take place within and/or outside the school premises. It can be direct (in the form of physical, verbal or emotional abuse), or indirect (such as being ignored or not spoken to).

Examples:

- Physical: pushing, kicking, hitting, punching or any use of violence.
- Verbal: name-calling, sarcasm, spreading rumours, teasing.
- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books)
- Religious discrimination and/or racism: racial taunts, excluding other students because of their religious/racial background, graffiti and gestures.
- Gender: unwanted physical or verbal contact based on gender.
- Harrassment: threatening or disturbing behaviour inflicted on another.
- Cyber: all areas of internet, such as social media, emails and internet chatrooms, mobile use and any misuse of associate technology i.e. camera and video facilities.

#### 1.1.3 Aims of the policy

Include:

- To demonstrate that the school takes bullying seriously and that it will not be tolerated.
- To take measures to prevent all forms of bullying in the school and during off-site activities.
- To support everyone in the actions to identify and protect those who might be bullied.
- To demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying through restorative practice.
- To encourage pupils to tell someone that they are being bullied.
- This statement is designed to include students, staff and parents.
- All management team members and teaching and non-teaching staff should know what the school policy is on cyberbullying, and follow it when bullying is reported.

- In all cases there will be zero tolerance to any bullying

#### **1.1.4 Signs and Symptoms of Bullying**

A child may indicate by signs or change in behaviour that he/she may be being bullied. Some possible signs include:

- Being frightened of walking to and from school
- Does not want to travel on the school bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go for a specific lesson/subject and/or school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- 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”
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Stops eating
- Is frightened to say what is wrong
- Is nervous and jumpy when cyber message is received
- Attempts or threatens to suicide or run away

The above list is not exhaustive and children may display other behaviour that appear out of character. Parents should feel free to contact staff should they have any concerns. Staff must at all times remain vigilant about bullying and approach this in the same way as any other category of Child Abuse; that is, they should immediately raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Education Needs which means that they may be unable to realise what others may be doing to them. Staff must also be aware of those children who may be vulnerable pupils.

#### **1.15 Reporting a Bullying Behaviour**

If being bullied, a student should report it to a member of staff, either their: Form Tutor/Class Teacher or Head of Section, Student Counselor or the Anti-Bullying team. If another student is aware that bullying is occurring, they have an obligation to report it to an appropriate member of staff. If a cyberbullying incident is seen or reported by a student to any teacher or class teacher, immediate action must be taken in the following manner:

- An investigation is immediately held to trace the sequence of events.
- Facts from parents/class teachers/supervisors/the person who reports the matter, are noted.

- The victim is kept calm and assured of all help and support.
- The alleged pupil(s) is questioned.
- A letter is written to the parents of the alleged pupil(s), requesting them to meet with the School Counsellor.
- The pupil and the parents are spoken to.
- The pupil is counselled/reprimanded.
- Depending on the severity of the situation the alleged pupil(s) could be suspended from school.
- If the incident is repeated the matter would be referred to the Principal and KHDA with a recommendation that the pupil's name be struck off from the rolls. All copies of correspondence are placed in the files of both the victim and the bully.

### **1.16 Prevention of Bullying**

The school strives for the prevention of bullying, rather than the reaction to it. Strategies to achieve this include assigning of Anti Bullying Champions in each class who will monitor and be on duty during and after school hours and keep a look out for any suspicious activities in their surroundings. In the classroom, all teachers are vigilant in their prevention of bullying. The school promotes an extremely high level of behaviour, achievement and morals as well as social awareness and respect. We pride ourselves on the well-mannered, polite, respectful, well-rounded individuals that leave the school, and our anti-bullying framework is designed to uphold this ethos.

Every Year, the school conducts an Anti-Bullying week where students learn about the right behaviour and promote "No Bullying" campaigns across all classes.

### **1.17 Roles and Responsibilities**

Staff will be trained to respond appropriately to any incidents. Dealing with Instances of Bullying, if bullying is suspected or reported, the incident will be dealt with initially and immediately by the teacher approached. If necessary, the incident will be investigated by the relevant Head of Section. The details of the incident will be recorded. If a racial or prejudicial element to the bullying is suspected, the relevant Head of Section must be informed immediately. Staff teaching the bullied pupil and the form tutor will be informed via SIMS. The Head of Section will determine in consultation with the Principal/Vice Principal, the appropriate sanction. Any SEN or extenuating circumstances will be taken into account when dealing with the incidents.

Parents, as well as all staff and pupils, should know that English Language (Pvt) School will not tolerate bullying, and is continuously taking a positive approach to educating pupils to combat it. Parents of pupils who are being bullied and parents of the bullying student/s will be involved in the solution to the problem as appropriate by the relevant Head of Section in consultation with the Principal. Any of the school's formal punishments can be used against bullies as appropriate. For persistent offenders or incidents considered as gross acts of aggression, a pupil could be permanently excluded. Where necessary, Counseling will be given in order to help persistent offenders identify and stop any bullying behaviour in the future. The school understands the support required by a bullied student will vary and is well equipped

to deal with a wide range of needs e.g. School Wellbeing Counseling, Head boy/Girl (Anti Bullying Champions).