

Anti-Bullying Policy

This policy should be read as part of our Discipline and Behavior policy, and elaborates on the aspects of bullying contained in that document.

Policy Statement

- Bullying is the pre-meditated dominance of one person over another.
- It is a pattern of deliberately hurtful behavior, physical, psychological or indirect, rather than an isolated incident.
- It may be difficult for those being bullied to defend themselves.
- Victims of bullying often feel ashamed they have been picked on and may have been threatened not to tell anyone. Bullying is totally unacceptable and will not be tolerated.
- The school will act as early as possible should bullying occur.

Goal of the Bullying Policy

- To ensure that all students, parents and staff are aware of the above definition of bullying and the distressing effect it has on its victims
- To ensure that all students, parents and staff are fully aware of the referral procedures for reporting bullying incidents and the strategies adopted for supporting those involved in these incidents
- To establish a climate in which students who are bullied, or think another student is being bullied, can speak freely to an appropriate staff member with the full knowledge that they will be listened to and receive prompt, appropriate and a sensitive response
- To create a school community where bullying is recognized as unacceptable and where all students feel valued, secure and happy
- To reduce and attempt to eradicate all incidents of bullying.
- To encourage all members of the school community to take responsibility for the care and safety of others.
- To develop the sense of right and wrong in our school community.
- To be alert to the signs of bullying and harassment and to report any incidents as appropriate.

School Responsibilities

- Provide access to our anti-bullying behavior policy to all members of the school community, via the school website.
- Involve staff, parents and UAE approved agencies, in supporting the procedures instigated across the school
- Ensure the staff works within the guidelines of the policy.
- To establish a climate in which students who are bullied, or think another student is being bullied, can speak freely to an appropriate staff member with the full knowledge that they will be listened to and receive prompt, appropriate and a sensitive response.
- To create a school community where bullying is recognized as unacceptable and where all students feel valued, secure and happy.

- Provide support and guidance to targets of bullying
- Provide intervention with individuals who bully others
- PSHE curriculum to discuss all aspects of bullying and the appropriate way to behave towards and respect each other.

Teacher Responsibilities

- Model anti-bullying attitudes and behavior
- Take responsibility for either teaching PSHE Curriculum or supporting it
- Support the School Aims 2 & 3 of tolerance, respect and valuing diversity
- Listen and respond to reports of bullying, provide support and refer as needed
- Implement the school code of conduct and anti-bullying policy

Parent Responsibilities

- Support the values of tolerance and respect in the home
- Encourage your child to exercise these values in all contexts including at school
- Report bullying and encourage your child to do so
- Provide support and encourage your child to seek help
- Work with the school to resolve bullying issue.
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Implementation

- Bullying will not be tolerated in our school.
- It is everyone's responsibility to prevent it happening.
- The school will respond promptly when bullying is identified.

Detection

- The following are some types of behavior, which could help to detect if a student is being bullied. He/she:
 - has a sudden dislike of certain places or journeys
 - starts having nightmares or interrupted sleep
 - becomes withdrawn and anxious
 - school performance starts to suffer
 - feels ill at certain times of the week
 - 'loses' valuable possessions
 - has unexplained bruises or cuts
 - cries in secret
 - asks for extra pocket money, sweets etc.
 - is unwilling to go to school
 - refuses to say what is wrong.

This type of behavior can be brought about by a whole range of worries, so having identified the existence of a problem, it should be investigated further.

Strategies to address bullying

- The school reinforces positive behavior regularly through:
 - regular discussions between the Class Teacher and her class to reflect on playground behavior or other issues concerning the younger students

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- celebration of achievement and a use of praise in which positive behavior is recognized at all times, in class and during whole school assemblies
- teaching students not to tolerate bullying
- helping students to develop positive strategies and assertion.

The strategies used depend on the particular circumstances and students involved. A combination of strategies is essential to reduce incidents of bullying. The school will respond in a way which will encourage learning of improved behavior. It is important to encourage disclosure and confidence that effective action will be taken.

Procedures to be taken following disclosures of bullying

If a student comes to a member of staff with concerns about bullying, the matter should be tackled immediately. It is important that the school is seen to be proactive in dealing with concerns, whoever they are raised by.

Strategies and procedures should follow this pattern:

- stay calm and calm the victim
- find somewhere quiet to talk
- talk with the 'victim' about their feelings - it is important to listen carefully and take what is said seriously and to reassure the 'victim'
- talk to the perpetrator(s) about their actions and the feelings of the 'victim'
- talk with others involved - this will include bystanders/colluders who joined in but did not initiate any bullying
- explain the problem to the students involved, talking about the way the victim feels and drawing attention to the distress caused - details should not be given or blame allocated
- help the group to understand that they are responsible and can do something about it
- ask each member of the group to suggest a way in which the victim could be helped to feel happier
- ask all of the group to take responsibility and arrange to see them later to find out how things are going
- talk to all members of the group including the victim, at least one week later
- inform the Assistant Vice Principal and record the incident in the school record book

Parents of both parties may be informed and invited to discuss the matter with a senior member of staff. Persistent bullying may result in exclusion from school.

Advice to students

The school council will be actively involved in helping to promote Anti-Bullying. They will be expected to canvass the views of other students and contribute to the development of policy and procedures. The school will train peer mediators to be available to talk with students who appear unhappy or who turn to them with concerns about bullying. Students themselves will be encouraged to:

- say 'please stop, I don't like it'
- walk away and try to ignore the bully
- tell an adult at school
- if you cannot tell someone at school tell your parents who will then tell us
- if you know someone is being bullied, tell an adult
- Remember that no one deserves to be bullied.

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Advice to parents

- Do not keep your child away from school if you think they are being bullied.
- Bring your child into school so we can support your child and overcome the difficulties. Please never confront other students or their parents/carers as it only makes the situation worse
- Watch out for signs such as an unwillingness to attend school, illnesses etc.
- If you think your child is being bullied, inform the school immediately and ask for an appointment with a member of staff.
- If you are not happy with the outcome, make an appointment with the principal. If you are still dissatisfied, speak to a governor about your problem.
- It is everyone's responsibility. Please allow the school time to investigate the problem. What has taken weeks to develop cannot be resolved in a day.

Management Arrangements

- The social worker is responsible for overall monitoring of the behavior policy.
- Any incidents will be brought to her attention.
- The social worker is responsible for monitoring the incident log.
- Any incidents of bullying and the outcome should be reported to Senior Leadership Team meetings.
- The overall effectiveness of the Anti-Bullying policy will be reviewed at least once per year and amendments made after consultation with all members of staff and students.
- This policy should be read in conjunction with other relevant school policies.

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