



BISC ANTI-BULLYING POLICY

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. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. 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
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures: common in international schools
- 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 , 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 how to change themselves. People at BISC have a duty to respond promptly and effectively.

Objectives of this Policy

- All Board members, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All Board members 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 (posted on the website)
- 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. Adults should be aware of these possible signs and that they should investigate if a child:

Doesn't want to go on the school / public bus; doesn't want to come to school; begs to be driven to school; changes their usual routine; unwilling to go to school; becomes withdrawn anxious; lacking in confidence; starts stammering; attempts or threatens suicide or runs away; cries themselves to sleep at night or has nightmares; feels ill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 monies "lost"; has unexplained cuts or bruises; comes home hungry / lunch has been stolen); becomes aggressive, disruptive or unreasonable; bullying other children or siblings; stops eating; frightened to say what's wrong; gives improbable excuses for any of the above; is afraid to use the internet or mobile phone; nervous when cyber message is received

Procedures

- Report bullying incidents to staff: your class teacher or form tutor.
- In cases of serious bullying, the incidents will be recorded by staff
- Parents (of the victim and the bully) will be informed and will be asked to come in to a meeting to discuss the problem
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- The School takes reports of bullying seriously, acts promptly and proportionately. Bullying can have serious consequences on pupils, affecting self-esteem and capable of causing various types of self-harm
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The bully (bullies) will be helped to reform behaviour, using a range of appropriate methods.
- In serious cases, suspension or even exclusion will be considered and outside agencies – such as the police - may be informed

Prevention

Pupils

- Will be given a clear understanding of school expectations on behaviour through assemblies, PSHCE sessions and via printed Code of Conducts. Pupils need to know of the harm that bullying causes and of the range of sanctions that the school is obliged to use, including the involvement of outside agencies.
- Will know what to do if they are being bullied or what to do if they witness others being bullied. Pupils have a duty to report bullying whether it is happening to themselves or others

- Pupil representatives (School Council, School Prefects) have a duty to report problems of bullying, individual or group, and to be involved in fashioning solutions with the school

Teachers

- Have knowledge of the policy and are aware of the signs of bullying; regular in-service reinforcement occurs.
- Break time supervision is pro-active by teachers who promote good behaviour and look out for evidence of bullying, as outlined above in 'signs and symptoms'
- Effective coverage in PSHCE: writing stories or poems or drawing pictures about bullying (JS); reading stories about bullying or having them read to a class or assembly; making up role-plays - through the medium of drama lessons; having discussions about bullying and why it matters; e.g. in tutor groups
- Effective and appropriate deterrents will be used consistently and fairly.

Parents

- Parents need to know that the school takes bullying seriously
- Parents need to support the school in stopping bullying, particularly in cases where their children have been found to be bullying other pupils at school
- Parents need to be informed about bullying, particularly in knowing the signs and symptoms.

This will be done via:

- regular promotion of the policy on the school website
- the BISC Bulletin
- the auspices of the PTA,
- Parent Workshops that the school runs on topics such as the dangers of cyber-bullying and social networking sites.
- one-to-one meetings at school with teachers
- Parents need to be given up-to-date sources of information and reliable guidance; such as the *Safe to Learn* guidance on the DSCF website – source www.dscf.gov.uk – and the *Don't Suffer in Silence* website and the *anti-bullying alliance* at www.antibullyingalliance.org.uk