



INTERNATIONAL BRITISH PRIMARY SCHOOL

ANTI-BULLYING POLICY

At the Academy International British Primary School (AIBPS), we believe in an ethos that values and supports the whole child. We have created this policy to explain bullying, which will help staff, parents/carers and children recognise their rights and responsibilities and to know what to do if bullying was to take place.

Bullying is wrong. It is an anti-social behaviour that affects everyone. Bullying is unacceptable and damages the victim. Therefore, we must do all we can to prevent it by:

- Developing and encouraging a spirit of mutual respect and care where the entire school community can feel safe and secure
- Teaching children and adults on how to prevent bullying and assisting them to recognize why bullying is unacceptable
- Supporting children and encouraging them to inform an adult **immediately** if they become worried or feel threatened
- Embracing a no-blame approach when dealing with suspected cases of bullying

Definition of Bullying:

Carried out by an individual or group, bullying is a deliberate, persistent behaviour meant to harm and where it is difficult for the individual being bullied, the victim, to defend themselves. Bullying can be based on an imbalance of power, leaving the victim feeling defenseless. It can take on various forms, with new techniques continually emerging. Although bullying is described by its persistence, it can also be a one-time event. All bullying is aggression: either physical, verbal or psychological, although not all aggression is indeed bullying.

Note: Sometimes bullying progresses into a criminal offence –assault, harassment and intimidation are violations and should be reported and dealt with as such.

The four main types of bullying are:

- Physical (hitting, kicking, spitting, theft, throwing things at someone or forcing a victim to do something)
- Verbal or written (making threats, racist or sexist comments, insulting remarks, name calling –not agreed nicknames)
- Indirect/Emotional (spreading rumors or nasty stories, excluding you from social groups or play, not talking to you, deliberately avoiding you/not sitting next to you)
- Cyber Bullying (sending malicious or damaging texts/pictures or emails, being abusive in chat rooms or on social media sites)

Bullying is Not:

The “normal” friendship troubles that children and young people may occasionally have are not bullying, but those issues can lead to bullying behaviour if they're not corrected. That is the reason we encourage children to notify an adult at once so that conflicts can be resolved swiftly.



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Our Goals:

- To create a safe and secure atmosphere where all can learn without fear
- To ensure a consistent school response to any bullying incidents that occur
- To make everyone within our school community aware of our opposition to bullying
- To clarify each person's responsibility in helping eliminate bullying in our school

Important points in the management of bullying:

- Bullying in any form is unacceptable
- Early intervention is key
- Individuals must take responsibility for their own actions
- Parents must be informed and requested to support the school's policy
- Failure to deal with the bully will only encourage persistent aggression

Dealing with Suspected Bullying Behaviour:

The Principal is the anti-bullying leader in the school. We employ a no-blame approach in handling suspected incidents of bullying and all actions must follow the school *Behaviour Policy*.

- Staff will speak with the alleged victim of bullying to support and assure them that the event is being taken seriously
- If possible, a few witnesses/bystanders, including the child accused of bullying, should be asked individually to explain in their own words what transpired
- Staff will remain calm and avoid being drawn into the issue personally and make it clear that the school disapproves of the intolerable behaviour and not the offender as a person
- Motivate the alleged bully to see the situation from the victim's point of view and have them apologise to the victim in your presence
- The class teacher must be made aware of the accusation and resolution
- A written record should be taken of the situation while also monitoring the situation

Bullying is a serious offence. It is imperative that all staff members be made aware. The parents of both the victim and perpetrator are to be informed calmly, clearly and concisely. Both sets of parents will be reassured that the event will not be held against anyone and that support will be offered for both children. Both sets of parents will be notified of what action is being taken.

Cyber Bullying

AIBPS takes cases of cyber bullying which occurs outside of school also seriously. This could include offensive or abusive texts, pictures, emails and comments left on social networking sites. All children are educated on the importance of responsible use of these



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mediums and the issues that can follow as a result of inappropriate comments sent this way.

We work to prevent bullying by:

- Confirming all children are well-supervised at all times
- Encouraging positive self-esteem and respect for others through group lessons, class discussions and circle time
- Building close relationships with parents
- Ensuring a safe, caring and secure atmosphere
- Providing a stimulating and challenging learning environment
- Teaching all children about appropriate, safe and responsible internet use

SUPPORT

Victim

Support for the victim is vital both immediately after the event and during an agreed period of review. Peer, staff and parental support are all crucial to ensure that the victim does not suffer any long term effects.

After an agreed upon time period, staff will meet with the victim to review the situation and the relationship between those involved.

Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a staff member of their choice
- Comforting and reassuring the child
- Offering continuous support
- Helping to restore self-confidence

Within the school's curriculum, awareness of bullying is raised in class, group work, assemblies and subject areas, as appropriate. This is done as an effort to eliminate such behaviour and promote mutual respect and friendship.

Perpetrator

Support is also necessary for the perpetrator. Disciplinary actions against the perpetrator(s) are intended to change behaviour rather than label anyone as a bully. Procedures may include:

- Positive behaviour plans
- Removal from activities



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- Creating a mentoring or buddy system
- Discussing the side effects of bullying
- Peer mediation

Role of the Teacher:

It is the teachers responsibility to intervene to prevent events from occurring. Teachers will do all they can to support and encourage any child who is being bullied. They too will seek advice and support for the perpetrator.

Role of the Principal:

The Principal is responsible for enforcing the school's Anti-Bullying Policy, confirming that all staff are aware of the policy in its entirety and understand how to identify and deal with instances of bullying. The Principal ensures that all children understand that bullying is wrong and intolerable behaviour. Such behaviour will be dealt with in a consistent and fair manner. He/she, along with all staff members, sets the tone of mutual support and praise, making bullying less likely.

Role of the Principal:

The Principal supports all the teachers in their efforts to remove bullying from the school. Throughout this policy, it is clear that AIBPS does not tolerate bullying or allow it to occur. Therefore, any events of bullying that do take place are taken very seriously and handled fittingly.

The Principal responds within ten working days to any request from a parent to investigate incidents of bullying. Normally, the Principal informs the appropriate teacher who is requested to investigate the case and report back to the Principal, unless the Principal deems it appropriate to deal with the situation personally.

Role of the Lunchtime/Recess Supervisor:

We are aware that during the longer lunchtime play, children may think there are more opportunities for bullying behaviour. While we expect all staff at AIBPS to follow the above guidelines in handling bullying behaviour, we recognise that there is insufficient time for conferencing and record keeping in the playground. With this in mind, we expect supervisors to:

- Intervene positively when behaviour is unacceptable



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- Speak calmly and rationally to children displaying or accused of displaying bullying behaviour
- Help children to find an interest in the play area –individually or in groups, playing a game or talking
- Notify the child's class teacher of any reports of bullying behaviour at the first opportunity (record on "Traffic Light" sheets)
- More serious and persistent reports must be conveyed immediately to the Principal

Parental Involvement:

We are aware that parents will be anxious and worried if they feel that their child is involved in bullying behaviour, whether as a victim or the accused. We would encourage AIBPS parents to:

- Listen carefully to and support their children
- Instruct their child to tell a teacher or trusted adult at school **immediately** if they feel threatened or worried
- Discuss their concerns with the class teacher or Principal.

Date of Policy: August 2019

Date of next review: August 2021