



Anti-Bullying Policy

Everybody has the right to be valued and treated with respect

Success for Today Prepared for Tomorrow

Review August 2021

Staff, parents and children at AFNORTH International School work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

If bullying occurs, all pupils should be able to tell an adult 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

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying is repeated over time and can be online as well as in person.

Bullying can be:

- ◆ Emotional- being unfriendly, excluding, tormenting
- ◆ Physical- pushing, kicking, hitting, punching or any use of violence
- ◆ Racist -racial taunts, graffiti, gestures
- ◆ Sexual -unwanted physical contact or sexually abusive comments
- ◆ Homophobic because of, or focussing on, the issue of sexuality
- ◆ Verbal name-calling, sarcasm, spreading rumours, teasing

Prevention

We will use a variety of strategies for helping children to prevent bullying. As and when appropriate, these may include:

- ◆ class discussions to identify the forms that bullying might take
- ◆ trying to find reasons why children might become bullies
- ◆ class discussions to formulate responses to bullying
- ◆ discussion of the problems associated with bullying in Circle Time
- ◆ writing stories or poems or drawing pictures about bullying incidents to dissuade would-be bullies
- ◆ reading stories about bullying or having them read to a class or in assembly
- ◆ all staff being vigilant at all times for signs of pupils bullying about the school
- ◆ E-safety education and realisation that bullying can be on-line and should not be tolerated How do we monitor the success of the policy and procedure?
- ◆ Annual parent and pupil questionnaires ask questions about bullying and the school response to these issues.

Strategy for Dealing with Bullying

In order to reduce incidents of bullying and recognise bullies all staff watch for early signs of distress in pupils. **We listen, believe, act.**

The emphasis should always be one of showing a caring and listening approach.

Procedures

- ◆ Bullying incidents should be reported to a member the school staff by anyone who experiences or witnesses acts of bullying
- ◆ Immediate steps should be taken to try to stop the process and to reassure the bullied pupil(s) that the incident will be taken seriously

- ◆ It must be made clear to all involved that bullying is not acceptable behaviour
- ◆ All views and all evidence should be recorded
- ◆ Advice and support should be offered to both parties
- ◆ The incident, if minor, will be dealt by staff immediately and the outcome monitored to ensure successful intervention
- ◆ In more serious cases the incident should be documented and reported to the headteacher who will officially record the facts and deal with the situation
- ◆ The headteacher will inform parents of all pupils involved
- ◆ **Sanctions for the bully include:**
 - withdrawal from favoured activities, for example school visit
 - loss of breaktimes for a given period
 - fixed period of exclusion from school.
- ◆ At the discretion of the headteacher and with support of parents, outside agencies may be consulted to help solve the problem
- ◆ All parties should be kept informed at all times
- ◆ Provide a Pastoral Support Programme for the victim with an ELSA LSA monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.
- ◆ Provide a Counselling Programme for the bully. This will include a Behaviour Support Programme and opportunities the child/ren to discuss relationships, feelings and the effect bullying can have on individuals. A mentor person will support the child during this programme.

Bullying off the School Premises

AFNORTH International School is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from AFNORTH International School, action will be taken as if the incident has occurred within the school, and this includes informing parents.

Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

AFNORTH International School will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

Racial Bullying/Harassment

Racial bullying will not be tolerated in AFNORTH International School and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into school, incites others to behave in a racist way or writes racist insults, this will immediately be acted upon. AFNORTH International School has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in Personal Social Health Education and Citizenship lessons.