

Date of approval by governors' committee:

10th January 2019 (tbc)

Next review date:

Spring 2020

Author of Policy:

Head of Senior



1.5 – Anti-bullying

Rationale

At The British School, we aim to offer an education of the highest quality, in a safe, caring and friendly environment. We believe that each and every pupil should be given the opportunity to achieve their best and for this pupils need to be in a relaxed and secure atmosphere. This policy outlines The British School definitions of bullying and how we try and prevent such incidents and how they are addressed when they do occur.

The British School models its definition of bullying on the UK government (HoC Education and Skills Committee 2007a:7 – 8)

- Repetitive, willful or persistent behaviour intended to cause harm, although one-off incidents can in some cases also be defined as bullying;
- Intentionally harmful behaviour, carried out by an individual or a group;
- An imbalance of power leaving the person being bullied feeling defenseless.

Bullying is emotionally or physically harmful behaviour and includes but is not limited to: name calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Key features

1) Prevention

- An anonymous questionnaire to elicit any information about bullying is circulated to secondary pupils in the first term.
- We have assemblies on Anti- bullying including Cyber-bullying in all three schools.
- Pupils are encouraged to share concerns with staff in order that we can deal with and prevent bullying incidents.
- Pupils are taught the school rules (Primary: “Golden rules”) regarding respecting differences, property, appropriate behaviour (verbal and physical) and the associated rewards and sanctions.

- Pupils develop their understanding in form-time and PSHCE about what bullying is and what to do if they are a victim or witness bullying.

2) If bullying occurs or is reported:

- Incidents are further investigated by staff and depending on the outcome of the investigation and seriousness would then be referred to the relevant Head of School – these incidents would then be logged in the “Bullying Register” which is in the SMT folder on the T-drive.
- The Principal will look at the Bullying Register on a regular basis, at least once a term, to monitor the effectiveness of the bullying policy.
- Pupils identified as being bullied or exhibiting bullying behaviour are given additional support.
- In the first instance of a bullying case, a “restorative justice” approach would be used where the Head of School convenes a meeting with the bully and the person being bullied to try and get the bully to understand the impact s/he is having on the bullied and to agree to stop any further bullying. If this does not work, then on subsequent occasions, sanctions would be applied which would then be stepped up on any further subsequent bullying incidents. In more serious cases, a sanction might have to be applied right from the start.
- Parents are informed and kept up to date of changes in the situation.