

Kuwait International English School



Anti-Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Definition:

Bullying is any behaviour which is deliberately intended to hurt, threaten, frighten or discriminate against another individual or group. It is usually unprovoked, happens again and again as part of a pattern of behaviour and can continue for a long period of time.

Bullying includes:

- Physical: Pushing, kicking, hitting, nipping and other forms of violence or threats of violence.
- Verbal: Name-calling, derogatory references to family (tribal) name, sarcasm
- Innuendo: Spreading rumours, persistent teasing.
- Emotional: including tormenting, ridicule, humiliation.
- Intrusive/Cyber: Email, video-text or text messaging designed to upset or abuse.
- Racial: Racial taunts, graffiti, gestures.
- Sexual: Unwanted physical contact or abusive comments.

Aims

The aims of our school's anti bullying strategies and intervention systems are:

- To inform students and parents of our expectations in order to ensure a productive partnership, where each and everyone has a role to play in eradicating bullying;
- To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted;
- To promote a secure happy, caring environment where kindness and helpfulness are expected and respected;
- To praise and reward positive behaviour which benefits others and the community as a whole;
- To teach students to respect themselves and others, promoting crucial self esteem;
- To reduce the emotional and mental distress of any bullying, enabling all students the right to enjoy their time at school.

Duty of schools

Senior leaders have duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Where necessary they will apply sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through support from the counsellor.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools and School staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Prevention

- The school leadership team will promote an open and honest anti-bullying ethos where the whole school community is involved in supporting anti-bullying work and staff will actively demonstrate and promote positive behaviour.
- The curriculum will be used to support anti-bullying work e.g. PSHE lessons (including The Social and Emotional Aspects of Learning programme) is used to discuss issues around diversity, social and emotional skills and to draw out anti-bullying messages. The use of creative learning through art, dance, music, poetry and drama helps to develop understanding of feelings and enhance pupils' social and emotional skills.
- Anti-Bullying Week events will take place annually.
- Whole school assemblies follow themes to raise awareness of anti-bullying and to develop pupils' emotional literacy.
- Targeted small group or individual work will be used as appropriate for those who display or experience bullying behaviour.
- School will regularly seek the views of pupils, parents and staff to help it to monitor and evaluate the anti-bullying work.

Reporting incidents

- If pupils feel they are being bullied they should get away from the situation as quickly as possible and tell a member of staff as soon as possible after an incident has occurred. Children who may find this difficult are encouraged to tell friends, their buddy, an adult at home or to write down their worries and place them in a worry box.
- If a parent has concerns about bullying in school they should inform the child's class leader as soon as possible in person, by phone, by writing a note.
- When talking to school about bullying staff will be clear about what has happened, how often it has happened, who was involved, who saw it happening, where it happened, what you have done about it already.
- As incidents are reported, they will be dealt with promptly by the member of staff who has been approached. A clear account of the incident will be recorded and filed when a pupil, parent or member of staff indicates that a similar incident has happened before
- If bullying is suspected, copies of all recorded incidents will be given to the relevant senior leader.

Responding to Bullying:

As a school, we will endeavour to:

- Take all bullying problems seriously and deal with each incident individually and to access the needs of each student separately.
- Regard all incidents as potentially serious and investigate them thoroughly.
- Ensure that bullies and victims are interviewed separately and obtain witness information.
- Keep a written record of the incident, investigation and outcomes which should be lodged with the pastoral team.
- Inform staff as necessary, about the incident.
- If an incident is found to be a bullying incident parents of the victim(s) and perpetrator(s) will be informed.
- Ensure that action is taken to prevent further incidents.

Sanctions for bullying serve three main purposes:

- to impress upon the perpetrator that what he or she has done is unacceptable.
- to deter him or her from repeating that behaviour.
- to signal to other pupils that the behaviour is unacceptable and deter them from doing it.

Sanctions may include, but not limited to:

- Obtaining a sincere apology and informing parents of both the bully and the bullied, providing support for both victim and bully.
- Exclusion from part of classroom or from certain areas of school premises.
- Exclusion from after school clubs/events.
- Fixed-term exclusion.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff / counsellor and other support appropriate to the child's needs to reassure the pupil and help to restore self-esteem and confidence.
- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Providing the opportunity for the pupil to put right the harm they have caused, where appropriate
- Seeking support from parents to help change the attitude of the pupil