

نويا
مدرسة بريطانية



NOYA
BRITISH SCHOOL

ANTI-BULLYING POLICY

Policy	Anti-bullying policy
Policy issued:	May 2024
Next review:	May 2025
Lead Professional:	Senior Leadership Team
SGG ratification	

Aims

At Noya British School our aim is to equip every student with the knowledge, skills and character necessary for success whilst at our school, as a member of our local community and beyond. As soon as children join us in FS1 we foster a culture where everyone has the right to learn in a safe and secure environment. We expect all members of our school community - including staff, children and their families - to show respect for other people and their feelings, opinions, culture and right to be individuals. Bullying of any kind will not be tolerated at Noya British School and any reported instances are taken very seriously. We believe everyone is responsible for being vigilant when noticing and reporting bullying. On those occasions when bullying is reported, there are clear procedures for investigating and dealing with it.

Why is it important to deal with bullying?

Bullying can cause significant harm to students. The Steer Committee (2005) identifies bullying as a form of misbehaviour that has a significant impact on the learning of those being bullied. Being bullied can also lead to students truanting, academic underperformance, loss of self-esteem, and depression. At Noya British School we are a caring, kind and non-violent community and we believe that everyone has the right to be safe and enjoy their learning free from intimidation and fear. Noya British School will not tolerate bullying, and we are working to ensure that students will grow and flourish in an environment that encourages respect for all members of our community.

What is bullying?

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- Repeated over time
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race, religion and gender or individuals that would find it difficult to defend themselves.

It can take many forms, including:

- Physical: Pushing, kicking, hitting, pinching, hair-pulling and other forms of violence or threats of violence including any inappropriate touching, breaking or taking property.
- Verbal: Name-calling, put downs, threats, teasing, ridiculing, belittling, name calling, excessive criticism or sarcasm.
- Indirect: Spreading rumours, persistent teasing invading privacy, graffiti designed to embarrass, withholding friendship or affection.

- Emotional: Excluding, ridicule, humiliation.
- Intrusive: Email, text messaging, use of Facebook and other social media, designed to upset or abuse.
- Racist: Racial taunts, graffiti, gestures.
- Cyber bullying sending nasty phone calls, text messages or e-mails/chat rooms. Please refer to the school's Acceptable Use Policy.

Signs of bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Changes their usual routine or is unwilling to go to school (school avoidance).
- Becomes withdrawn anxious or is lacking in confidence.
- Starts stammering.
- Attempts or threatens to harm themselves or others (self-harm).
- Cries themselves to sleep at night or has nightmares/bedwetting.
- Regularly feels ill in the morning.
- Their performance at school starts to deteriorate.
- Comes home with clothes torn or books damaged.
- Has possessions go missing.
- Has unexplained cuts or bruises.
- Becomes unreasonable when dealing with school issues.
- Eating habits change (overeating or stops eating).
- Is frightened or reluctant to say what's wrong.
- Gives improbable excuses for any of the above.

Bullying prevention

Noya British School is an inclusive, safe environment where any form of discrimination is not tolerated. The consistent application of the school's Behaviour Policies ensure that all children and young people have an equal and fair chance to thrive and learn in an atmosphere of respect and dignity. We actively seek to prevent bullying by:

- Raising awareness and listening to pupil's views of bullying through assemblies, student workshops, discussions within lessons and peer support.
- Making the children's role in preventing bullying clear. This includes if they find themselves as bystanders and encouraging them to report any bullying they may be witness to.
- Working closely with parents/carers and ensuring that the Anti-Bullying Policy is communicated to them when their child starts the school, so that they are aware of the procedures to follow if they believe their child is being bullied.

- Ensuring that all staff and governors are familiar with the Anti-Bullying Policy. This also includes providing staff and governors with any training required to fulfil their responsibilities.
- Giving careful thought to the school environment including seating arrangements in classes and the use of areas in and around the school.
- Requiring students to use digital technology safely and responsibly, including not using ICT to bully or harass others.
- Ensuring that there is adequate supervision at lunch and break times and that all staff receive training on our Anti-Bullying Policy.

Role of the school

The school has:

- Developed an ethos within the school that makes it clear that bullying is unacceptable and will be confronted and dealt with;
- Developed clear procedures for the prevention, detection and dealing with bullying incidents. As well as accurate recording and monitoring of bullying incidents. The school will always, when made aware of incidents of bullying confront those who bully and make them responsible for their actions;
- Taken any necessary action, in line with the school's Behaviour Policies, against those who bully;
- Supported those students that suffer bullying;
- Trained staff appropriately.

Role of parents/carers

If your child discloses to you that they, or one of their friends, are being bullied it is important to remain calm and support your child at this very difficult time. You may be very upset by what is or has happened to your child but your support is vital:

- Reassure your child that they have done nothing wrong;
- Get them to write down what has happened, keeping a record of any abusive text messages, notes or e-mails. This will give a record of what has been happening and will make it easier to deal with the incident;
- Report the matter to the school: The school may not be aware of the issues and if the matter is to be dealt with the school must be informed.

Procedures for Dealing with Bullying

How is an incident is reported?

If a parent/carer or child wants to report bullying to the school in the first instance, they should speak with the child's class teacher or form tutor. This will then be recorded by the member of staff and appropriate action will be taken by them. The account will be shared with the respective Leadership Team if necessary and any further action that is required will be undertaken by them.

When an incident of bullying is reported we:

- Make it easy for students to report bullying, including bullying which may have occurred outside of school, by being clear that students can report bullying to any member of staff without fear of further bullying or discrimination.
- Support all parties involved and ensure that everyone can express their feelings utilising the school counselling service where needed.
- Take any reported bullying seriously and investigate it thoroughly.
- Implement sanctions for any student found to have bullied another student in line with the school's behaviour policy.
- Work closely with all parties involved and keep them regularly informed of any developments in an investigation of bullying.
- Support the victims of bullying and offering internal support such as school counselling.
- Record any instances of bullying using the school system, closely monitor bullying and identify and respond to any patterns or issues that emerge.

Parents will be informed of progress throughout the process so that they feel supported and fully informed.

Bullying outside the school premises

To protect students from potential threats of cyber-bullying, it is the responsibility of parents/ carers to ensure that children's activity on phones, tablets and other devices are regularly monitored at home. Whilst the school will promote staying safe online and when using mobile devices, the responsibility of the children's activity on these devices remains with the parent/ carer. Where bullying outside the school is reported to staff, it is investigated and appropriate action taken. If the behaviour is criminal or poses a serious threat to a member of the public, the police will be informed by a member of the respective Leadership Team.

References

This policy should be considered alongside the Behaviour Policy and also the Student Mental Health policy.