

Policy Title:

Anti-Bullying Policy 2015

1 Rationale:

The aim of the anti-bullying policy is to ensure that all students 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 by DBSJP.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

2 Terminology:

Bullying: The use of aggressions with the intention of hurting another person. Bullying may be:

Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

Physical – pushing, kicking, hitting, punching, or any use of violence

Verbal – name calling, teasing, creating and spreading rumours

Cyber – using the internet, mobiles, cameras for issuing threats, spreading rumours, etc.

Racist – racial taunts, graffiti, gestures

Sexist – unwanted physical contact or sexually abusive comments

Homophobic – focusing on the issue of sexual identity

3 Policy Statement:

Every person has the right to be treated with respect and has the responsibility to respect others

Bullying will not be tolerated on school property, at school-related activities and/or events, on school buses, or in any other circumstances (e.g. online) where engaging in bullying will have a negative impact on the school climate

The school has a responsibility to respond promptly and effectively to issues of bullying. In the case of a bullying situation, students need to know that incidents will be dealt with promptly and effectively.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached/witnessed the incident
- The victim should receive immediate treatment to any injury and parents informed of any injury
- A clear account of the incident will be recorded on the incident form and given to the Head of School who will decide if the severity and/or persistent nature of the bullying.
- Those concerned will be interviewed and will record the incident further
- The staff who has been approached/witnessed the bullying incident, and relevant classroom teachers will be kept informed
- Parents of the victim and the alleged bully will be kept informed
- Disciplinary steps will be used as appropriate and in consultation will all parties concerned
- For severe incidents, the bullying may be reported to KHDA

The following disciplinary steps may be taken (depending on the severity and frequency of bullying offense and the age of the student(s))

- Official warnings

- Completion of Bullying 'Time out Reflection' and Bullying Agreement
- Discussion with Teacher
- Verbal Apology
- Detention
- Meeting with Head of School/Counsellor for behaviour modification/anger management as necessary
- Meeting with parents
- In-school suspension
- External suspension
- Expulsion

Pupils who have been bullied may be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support and self-assertiveness strategies
- Meeting with the Counsellor (if required) to establish strategies for dealing with bullies and how to keep safe
- Restoring self-esteem and confidence.

Pupils who have bullied may be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through assemblies and PSHE lessons.

5 Applicable to:

All staff

6 Related Documents

Behaviour Policy, Code of Conduct, Bullying Charter, Bullying Incident Form

7 Implementation Date: November 2015