

Anti-Bullying Policy

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Introduction

All children have the right to an educational environment where they feel safe and which is free from harassment and bullying. This right is enshrined in the United Nations Declaration of the Rights of the Child 1959 which states that a child should have *“the right to go to school...to play and to have an equal chance to be what they are and learn to be responsible and useful –irrespective of their race, colour, sex, language, religion, political or other opinions....not to be harmed and to be brought up in a spirit of peace and friendship”*.

Bright International School is committed to providing a safe and inclusive learning environment where all students feel valued and respected. Bullying of any kind is unacceptable. This policy outlines the school's approach to preventing and addressing bullying behaviour.

Aims

- To define bullying and raise awareness of its different forms.
- To promote a culture of respect and tolerance within the school community.
- To provide clear procedures for reporting and responding to bullying incidents.
- To support students who have experienced or witnessed bullying.
- To address the behaviour of students who engage in bullying.

Principles

This policy is underpinned by the following principles:

- Respect for All: Every member of the school community deserves to be treated with dignity and respect.
- Zero Tolerance: Bullying behaviour will not be tolerated in any form.
- Early Intervention: The school will take proactive steps to identify and address bullying at the earliest possible stage.
- Support and Protection: Victims of bullying will be provided with support and protection.
- Accountability: Those who engage in bullying will be held accountable for their actions.
- Collaboration: The school will work in partnership with students, parents, and staff to create a safe and inclusive learning environment.

Definition of Bullying

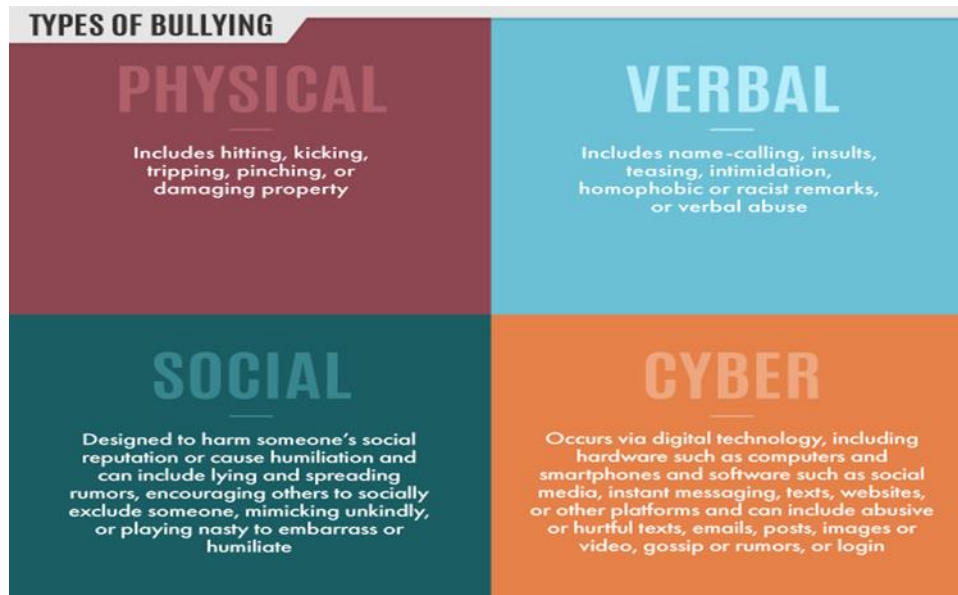
Bullying is any repeated behaviour that is intended to hurt or intimidate another person, either physically or emotionally.

Types of Bullying

Bullying can take many forms and may be motivated by prejudice against particular groups or by actual or perceived differences between children. It is usually part of a pattern of behaviour rather than an isolated incident. This includes:

- Physical bullying: Hitting, kicking, pushing, spitting, or any other form of physical aggression.

- Verbal bullying: Name-calling, teasing, taunting, threatening, or using insulting language.
- Emotional bullying: Spreading rumours, excluding someone from a group, or manipulating relationships.
- Cyberbullying: Cyberbullying is bullying that takes place online or through electronic devices. It can be particularly harmful because it can happen anytime, anywhere, and reach a wide audience. Examples of Cyberbullying are: sending hurtful messages online, posting embarrassing photos or videos, or creating fake profiles to harass someone.



We do not talk about bullying when:

- Two students of the same age or size get involved in an occasional argument or fight.
- When two students simply don't like each other.
- When two students normally enjoy playing together and have an altercation.

Recognising Bullying

Indicators that a student may be experiencing bullying:

- Sudden decrease in school performance
- Frequent mood changes/ displaying signs of sadness
- Being anxious whenever the topic of "school" is approached
- Showing impatience without an apparent explanation
- Not sleeping well and loss of appetite
- Finding it difficult to concentrate
- Social isolation - avoiding being with friends
- Evidence of shyness and insecurity
- Lack of interest in the school

Preventing Bullying

Bright International School takes a proactive approach to preventing bullying through:

- Curriculum: Incorporating anti-bullying messages and social-emotional learning into the curriculum, including Wellbeing lessons.
- School Culture: Fostering a positive school culture where respect, tolerance, and empathy are valued.
- Staff Training: Providing staff with training on how to identify, prevent, and respond to bullying.
- Awareness-Raising: Conducting assemblies, workshops, and other activities to raise awareness of bullying among students, staff, and parents.
- Open Communication: Encouraging students to report bullying incidents and providing multiple avenues for them to do so.

Responding to Bullying

Reporting Procedures

Students who experience or witness bullying should report it to a teacher, Key Stage Coordinator, or any other trusted adult in the school. All reports will be taken seriously and investigated promptly.

Investigation and Intervention

- The school will conduct a thorough investigation of all reported bullying incidents.
- All parties involved will be given an opportunity to share their perspectives.
- The school will take appropriate disciplinary action against students who engage in bullying.
- Support will be provided to victims of bullying, including counselling and emotional support.
- The school will work with parents to address bullying behaviour and support their children.

Sanctions for Bullying

Bullying is a serious breach of the school's Behaviour and Discipline Policy and will result in disciplinary action. Possible sanctions for bullying may include, but are not limited to:

- Formal Warning: Issued to the student and their parents/guardians.
- Loss of Privileges: This may include exclusion from extracurricular activities, playtime, or school trips.
- Detention: Supervised time for reflection and/or completing restorative activities.
- Suspension: Temporary removal from school.
- Expulsion: Permanent removal from school.

Roles and Responsibilities

- Students: Expected to treat each other with respect and report any incidents of bullying.
- Teachers: Responsible for creating a safe and inclusive classroom environment and addressing bullying behaviour.

- Key Stage Coordinators: Support teachers in managing bullying incidents and escalate serious cases to the Principal.
- Principal: Has overall responsibility for addressing bullying in the school and ensuring that the anti-bullying policy is implemented effectively.
- Pedagogical Council: Advises the Principal on matters related to bullying and may be involved in reviewing serious cases.
- SENCo: Plays a proactive role in preventing and addressing bullying by identifying and supporting students with SEND who may be more vulnerable. They collaborate with teachers to adapt the curriculum and classroom environment, train staff, and work with parents to create strategies that reduce bullying risks.
- Teaching assistants: Provide individual support to students, model respectful behaviour, supervise during breaks, and intervene or report any bullying incidents they observe.
- School psychologist: Assesses students involved in bullying, offers counselling and support, and works with staff to implement school-wide anti-bullying programs. They also collaborate with parents to address concerns and develop strategies to help their children
- Parents: Expected to support the school's anti-bullying efforts and work with the school to address any bullying behaviour involving their children.

Guidance

Victims should

- Be encouraged to talk about the incident.
- Tell an adult when they are provoked, humiliated or assaulted.
- Avoid the aggressor wherever possible.
- Try to stay away from potential conflict situations.
- Not focus on the incident and be encouraged not to show signs of anxiety or fear.
- Be with friends whenever possible.

Witnesses should

- When they see situations of aggression tell the aggressor to stop.
- Help the victim to move away from the situation.
- Whenever they can, ask other friends to help with the situation.
- Ask an adult for help or report the incident.
- Even if they are not, become friends with the victim.

Bullies should

- Be held responsible for their actions, not necessarily through punitive measures.
- Whenever possible, be integrated into monitoring and recovery programs.
- Be involved in the process of agreeing appropriate sanctions.

Adults should

- Be aware of possible signs of bullying in children and young people.
- Ask direct questions to children, about how peers treat them and if they ever witness bullying.
- Cooperate with teachers, and all other members of the school community to address and resolve bullying incidents.
- Take bullying incidents seriously, however trivial they may appear.
- Reinforce the positive behaviour of a child who reports episodes of bullying.
- Teach children to be assertive and not aggressive.
- Make children aware of strategies to deal with and prevent bullying.
- Promote positive socialisation and attitudes for children.

Evaluation

This policy will be reviewed annually or more frequently if necessary to ensure that it remains effective and relevant. The Pedagogical Council is responsible for regularly reviewing and / or amending this document in accordance with the opinion of the Head of School and class teachers. All of whom are responsible for ensuring compliance with this policy.

Communication

This policy will be communicated to all students, parents/carers, and staff.

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