

A POLICY FOR THE PREVENTION AND MANAGING OF BULLYING

Rationale

The school adopts a whole school approach to the prevention and management of bullying in school.

Purpose

The main purpose of this policy is to prevent bullying and to effectively manage any consequences of incidences of bullying which have occurred.

The policy outlines our commitment to:

- Promoting good behaviour
- Promoting understanding and tolerance and developing good relationships ie: 'prevention is better than cure';
- Challenging all forms of unacceptable behaviour
- Supporting children who are bullied
- Supporting the bully and changing their behaviour

Who

This policy relates to all stakeholders of the school.

Guidelines

Bullying is an insidious social problem found in many occupations and situations, as well as within schools - it can actually be found amongst both children and staff. The Guidelines below will be applied to both children and adults where appropriate. The rôle of the Director, as manager of the school, is to ensure that as far as is reasonably practicable, that structure and procedures embedded in school behaviour policies prevent bullying. Ultimately, it is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos. Below is a suggested range of behaviour which could constitute bullying:

- Physical - pushing, kicking hitting, pinching, any form of violence and threats
- Verbal - name-calling, sarcasm, spreading rumours, persistent teasing
- Emotional - tormenting, threatening, ridicule, humiliation, exclusion from groups or activities
- Racist - racial taunts, graffiti, gestures

- Sexual - unwanted physical contact, abusive comments
- Cyber-bullying – online tormenting, threatening, ridicule, humiliation, name-calling, sarcasm, spreading rumours,

These various forms of bullying can occur through various means and places...

- Person to person
- Written or picture format
- Within school
- Out of school
- Electronically – email, text, internet chat rooms, social media, mobile phone

Children who are being bullied at school will not always be prepared to tell those in authority, however, whenever a disclosure is made, it is always treated seriously.

There is an appendix in this document that helps support children in revealing if they are being bullied.

Teachers should display this document or if you feel it is not age appropriate it should be adapted for display in each classroom. Whatever decision is taken it is the teacher's responsibility to convey this important information to their class.

For those children who are unable to inform staff about their problems, every encouragement is given, for example through whole-school or class assemblies.

The teacher, senior leaders and director should make explicit the nature of bullying, giving specific example and reiterate the importance of disclose. Staff will be aware of the signs of bullying, they may include...

- unwillingness to come to school
- withdrawn, isolated behaviour
- complaining about 'missing' possessions
- refusal to talk about the problem
- being easily distressed, crying
- changes in behaviour
- damaged or incomplete work
- health issues including vomiting, bed wetting, limb pains, headaches, stomach aches, sleeping difficulties and general sadness

Whenever any of these difficulties are apparent, investigations should be undertaken and a rigorous vigilance should be maintained.

For support and guidance FIS have looked and are using DfE guidance from England (UK) – guidelines and supporting materials can be found on the DfE website by following this link

<http://www.education.gov.uk/schools/pupilsupport/behaviour/bullying/f0076899/preventing-and-tackling-bullying>

Fairgreen International School (FIS) will closely adhere to the following 5 points should bullying occur. These are...

- never ignore suspected bullying;
- don't make premature assumptions;
- listen carefully to all accounts, several children saying the same does not necessarily mean they are telling the truth;
- adopt a problem-solving approach which moves children from justifying themselves;
- follow-up repeatedly, checking bullying has not resumed.

At FIS we try and nip any episodes of bullying in the bud as soon as they are brought to our attention. If the bullying is within one class it is initially dealt with by the class teacher. If it spans across two or more classes, it is usually dealt with by the Senior Leadership Team.

The teaching staff know the children in their care particularly well in school and they are able to use their knowledge of their children to identify changes in behaviour that might indicate bullying. When staff have a concern, they should immediately talk to the student concerned, and re-assure them that they can be helped without fear of reprisal.

Victims of bullying feel powerless and vulnerable, self-esteem can be badly damaged and self-confidence needs to be re-established. Staff will work hard to reassure any student who has been the victim of bullying that it is not their fault and that they should not be afraid.

All investigations into bullying will involve both the bully and the bullied. School will help the bully to understand that whatever kind of behaviour they have demonstrated will not be tolerated. Parents will be involved, both of the bully and the bullied and the school will set out to work with both parties.

At all times, students are encouraged to report upon, or disclose any form of bullying to a teaching assistant, their teacher or to the Director or any other adult working in school. This may be verbal or written.

Parents will always be listened to, sometimes they know about the bullying before school is aware of it, particularly when the bully chooses particularly discrete means of perpetrating bullying.

The school will...

- Take all bullying problems seriously
- Investigate all incidents thoroughly
- Interview bullies and victims separately if appropriate
- Obtain witness information
- Keep a written record of incidents, investigations and outcomes if necessary
- Inform staff about bullying incidents
- Ensure that appropriate action is taken to prevent further incidents. Such action may include:
 - Imposition of sanctions
 - Apologies
 - Informing parents
 - Mentoring both the bully and the bullied

There are certain procedures that the school has adopted.

THE NO BLAME APPROACH

Step One - interview with the victim

When the teacher finds out that bullying has happened s/he starts by talking to the victim about his feelings. S/he does not question him/her about the incidents but he/she does need to know who was involved.

Step two - convene a meeting with the people involved

The teacher arranges to meet with the group of children who have been involved. This will include some bystanders or colluders who joined in but did not initiate any bullying.

Step three - explain the problem

The teacher may tell the student about the way the victim is feeling and might use appropriate methods to emphasise his/her distress. At no time does s/he discuss the details of the incidents or allocate blame.

Step four - share responsibility

The teacher does not attribute blame but states that s/he knows that the student or group are responsible and can do something about it.

Step five - ask the group for their ideas

Each member of the group is encouraged to suggest a way in which the victim could be helped to feel happier. The teacher gives some positive responses and encourages changed behaviour.

Step six - leave it up to them

The teacher ends the meeting by passing over the responsibility to the group to help solve the problem by following the guidelines given. S/he arranges to meet with them again to see how things are going.

Step seven - meet them again

The situation is closely monitored by the teacher. About a week after the teacher discusses with each student including the victim, how things have been going. This allows the teacher to monitor the bullying and keeps the student involved in the process.

Suggested definitions for the terms 'bully' and 'victim'

BULLY - a person or group behaving in a way which might meet needs for excitement, status, material gain or group process and does not recognise or meet the needs and rights of the other people/person who are harmed by the behaviour.

VICTIM - a person or group that is harmed by the behaviour of others and who does not have the resources, status, skill, ability, to counteract or stop the harmful behaviour.

Home-School Links

The relationship with parents and carers is of paramount importance, for they play a vital role in fostering good behaviour. For the school's policy to be effective, parents need to cooperate with the school in matters of discipline, and reinforce the school's efforts at home. There is advice for parents in the appendices of this document.

'Prevention is better than cure'

At FIS we use the curriculum to...

- raise awareness of bullying and our Anti-Bullying Policy;
- increase understanding for children who are victims of bullying;
- build an anti-bullying ethos;
- teach children how constructively to manage their relationships with others.

Through class work we explore such issues as:

- Why do people bully each other?
- What are the effects of bullying on the bullied, on bullies and on bystanders?
- What can we do to stop bullying?

The physical and mental well-being of children is fundamental to the practice of this policy. We work to ensure that children feel able to express their concerns about verbal or

physical abuse in order that the issues can be dealt with in a constructive and coherent way. A child's concerns are always taken seriously.

This is supported directly by the school counselors.

Further Strategies for Preventing Bullying

We use a range of strategies to prevent bullying, selecting and adapting as appropriate with regard to students of different ages and circumstances. We teach all students of all ages to be assertive and to work cooperatively. Much of this work is done through the very regular (including day-to-day) mentoring and support work of the class teacher and the students they work with through assemblies, class discussions and appropriate modelling by staff and students alike.

In addition, the whole school participates in a PSHE projects - especially in Anti-Bullying week. Displays will be put up in each classroom annually as a reminder to all children and a resource to refer to should it be needed.

Cooperative Group Work – Students work together on shared tasks involving cooperation and individual accountability. This takes the form of trust building exercises, cooperative games, problem-solving activities, discussion groups, role-play and simulations.

These activities provide opportunities for students to work together and help one another, to work with group effort, to share information and divide work, roles and responsibilities and to manage conflict within the group. In this way students are encouraged to:

- explore issues and controversies by considering different points of view;
- be more tolerant of others and more willing to listen;
- trust those of the opposite gender and those from other ethnic groups
- become better integrated into the peer group.

We plan to develop and use strategies such as [Philosophy for Children \(P4C\)](#) to allow children to express their feelings and emotions in a non-threatening environment.

Further information can be gained from the following websites:

www.childline.org.uk
www.antibullying.net/
<http://www.kidscape.org.uk>

Conclusion

This policy is designed to protect children from bullying. However, when bullying occurs the intention of the policy is to support the victim as well as the bully. The policy is supported by the Positive Behaviour Management Policy.

Review: every 2 years

Next review: April 2021

Appendices

Bullying

Don't Suffer in Silence

Information for Children

If you are being bullied:

- try to stay calm and look as confident as you can
- be firm and clear – look them in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell an adult what has happened straight away

After you have been bullied:

- tell a teacher or another adult in school
- tell your family
- if you are scared to tell an adult yourself, ask a friend to come along with you
- keep speaking up until someone listens and does something to stop the bullying
- don't blame yourself for what has happened

When you are talking to an adult about bullying, be clear about:

- what has happened to you
- how often it has happened
- who was involved
- who saw what was happening

- where it happened
- what you have done about it already

Bullying Don't Suffer in Silence

Information for Parents and Families

Every school is likely to have some problem with bullying at one time or another and although we hope that it is rare at Fairgreen International School we accept that there will be the occasional instance. We have an Anti-Bullying Policy in place, followed throughout the school in all classes, reviewed and updated regularly. We use this policy to reduce and prevent bullying. This leaflet is designed to help all parents and families work together with the school in a positive and helpful way.

Bullying behaviour includes any of the following:

- name calling and nasty teasing
- threats and extortion
- physical violence
- damage to belongings
- leaving children out of social activities deliberately and frequently
- spreading malicious rumours

How parents and families can help:

First – discourage your child from using bullying behaviour at home or elsewhere. Show them how to resolve difficult situations without using violence or aggression.

Second – read our Anti-Bullying Policy. This policy is as much for you as staff and children.

Third – watch out for signs that your child is being bullied, or is bullying others. You are often the first to detect symptoms of bullying. Common symptoms include headaches, stomach aches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school, how playtimes and lunchtimes are spent or whether your child is facing problems or difficulties at school. Don't dismiss negative signs. Contact your child's class teacher immediately if you are worried.

If your child has been bullied:

- calmly talk to your child about it
- make a note of what your child says – particularly who was said to be involved, how often the bullying has occurred, where it happened and what has happened

- reassure your child that telling you about the bullying was the right thing to do
- explain that any further incidents should be reported to a teacher immediately
- make an appointment to see your child's class teacher
- explain to the teacher the problems your child is experiencing
- try and stay calm – bear in mind the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of the incident
- be as specific as possible about what your child says has happened – give dates, places and names of other children
- make a note of what action the teacher intends to make
- see if there is anything you can do to help
- keep in touch with the teacher – let us know if things improve or if problems continue

If you think your concerns are not being addressed:

- make an appointment to see the Director

If your child is bullying other children

Many children may be involved in bullying other children at some time or another. Children sometimes bully others because;

- they don't know it is wrong
- they are copying older brothers or sisters or other people in the family they admire
- they haven't learnt other, better ways of mixing with their school friends
- their friends encourage them to bully
- they are going through a difficult time and are acting aggressive feelings

To stop your child bullying others:

- talk to your child, explaining that bullying is unacceptable and makes others unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how to join in with other children without bullying
- make an appointment to see your child's class teacher, explain the problems your child is experiencing and discuss how you and the school can stop them bullying others
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when they are co-operative or kind to other people