



ANTI-BULLYING POLICY

W11

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AIMS

At Doha College we are committed to providing a caring, friendly, and safe environment for all our students so they can develop in a relaxed and secure environment. Bullying of any kind is unacceptable, whether it may occur within or outside of school or via the internet. If bullying does occur, all students should be able to report incidents in the knowledge that they will be dealt with promptly and effectively.

Anyone who knows that bullying is happening is expected to tell a member of staff at Doha College. All bullying is recorded on CPOMS. This policy has been developed in conjunction with students. It should be read alongside the Internet Acceptable use Agreement and the Behaviour and Sanctions Policy.

Doha College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our commitment is underpinned by robust processes and procedures that seek to maximise opportunity, minimise risk and continuously promote a culture of safeguarding amongst our workforce and school community.

At Doha College we take bullying seriously. Students, parents, and carers should be assured that they will be supported when bullying is reported as set out in this policy. This policy sets out the principles and guidelines by which we seek to support students, identify bullying, and respond to bullying within the college. The school ethos is that Bullying will not be tolerated.

RESPONSIBILITY

It is the responsibility of the Principal and the Board of Governors to ensure that the anti-bullying policy is created and regularly reviewed. Implementation of the policy is shared by all members of staff at the college and is overseen by the Vice Principal Student Welfare.

All governors, staff, students, parents, and carers should have an understanding of what behaviours and interactions amount to bullying.

All staff should know what the policy is on bullying and follow it when bullying is reported.

WHAT IS BULLYING?

Bullying is the use of unwanted, repeated aggressive behaviour with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, and tormenting (e.g., hiding books or threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence

- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Racist – deliberate exclusion, racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Gender – because of, or focusing on, the issue of gender
- Religious/cultural – targeting a student’s faith, beliefs, or practices
- Intellectual – ridiculing a student and/or their attempts to engage in educational or related activities
- Cyber - all areas of the internet, such as email and all forms of social networking. Mobile threats by text messaging and calls. Misuse of associated technology such as camera and video facilities. This type of bullying can subsequently form the platform for other forms of bullying
- Discrimination and prejudice can also be a form of bullying and is covered in the Diversity, Equality, and Inclusion policy.

WHERE BULLYING CAN OCCUR

In-school. This includes inside school buildings, in the school grounds, on school visits and anywhere where a teacher is present and responsible.

Out-of-school. This is anywhere other than in school or school grounds, and when there are no teachers or school staff responsible, for example, in the shopping malls, in the street, on a bus, at home, at a friend’s house or compound. It may also include incidents of “cyber-bullying” between students. Whilst incidents of bullying may occur outside school the nature of the community is such that the issue is likely to continue to affect young people when they are actually in school. In such circumstances staff will intervene in accordance with the college Behaviour and Sanctions Policy.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Schools provide an environment where young people explore the boundaries of acceptable social behaviour. Bullying may not start with a conscious intent to put down or harm another person (although sometimes it does). Bullying hurts and no one deserves to be the victim of bullying. Everybody has the right to be treated with respect.

Young people who are bullied need to learn different ways of behaving and young people who are being bullied need to be supported and guided in order to respond appropriately. All members of the Doha College community have a shared responsibility to respond promptly and effectively to issues of bullying. Students and parents or other adults who report incidents of bullying should be reassured that every step will be taken to prevent any opportunity for retaliation.

SIGNS AND SYMPTOMS

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

- Is frightened of walking to or from school or an event including other students
- Does not want to go on the school or public bus
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning or changes eating patterns
- Begins to do poorly in schoolwork
- Comes home with clothes torn or has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money (to pay bully)
- Has snack or other monies continually 'lost'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive, or unreasonable
- Is bullying other children or siblings
- Appears anxious but is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone or is nervous when a cyber-message is received

- Seems overly sensitive when social media is mentioned

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

PROCEDURES

Issues of bullying are often complex and there is not one approach that is effective or appropriate in all circumstances. Staff at Doha College are experienced in supporting the development of young people and will work with all parties to resolve any bullying issues.

A Behaviour and Sanctions Policy exists and forms the basis for Doha College's response to incidents of bullying but certain actions and expectations under-pin its effective implementation.

- Bullying incidents must be reported to a member of staff, either directly or through the online reporting system 'it's never ok' found [here](#)
- The students Head of Year in Secondary or class teacher in Primary will investigate the incident
- In all cases the incidents will be recorded by staff on CPOMS and where the case is seen to be more serious a senior member of staff will be assigned in accordance with the behaviour policy until a resolution is reached
- In all cases of bullying parents will be informed and may be asked to come into a meeting to discuss the issue
- The bullying behaviour or threats of bullying will be fully investigated, and measures will be implemented to protect the victim and ensure that the bullying stops quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- Where a child repeat bullying behaviour and refuses to modify their conduct more serious sanctions will be applied and may ultimately result in their permanent exclusion from the college

OUTCOMES

The underlying aim is that the issues leading to the bullying are understood by all parties, that apologies are offered and accepted, and that further bullying behaviour is avoided. Both the bully and the victim of bullying are supported by the college to meet this end. Sanctions may be given in accordance with the schools Behaviour and Sanctions Policy. In serious cases, temporary or even permanent exclusion will be considered.

A number of different approaches may be used and staff at the college will tailor their approach according to circumstances.

- The bully (bullies) will be expected to genuinely apologise
- Ideally apologies will be face-to-face but written apologies may also be appropriate
- If possible, the pupils will be reconciled so that both parties are able to move forward with confidence
- After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

PREVENTION

Doha College will use a range of methods for helping children to reduce incidents of bullying. Activities will take place in both the academic curriculum (through subjects) and the pastoral curriculum (PHSE).

As and when appropriate, these may include:

- Blocking of anonymous social media sites for example ask.fm
- Involvement of the School Council in developing anti-bullying strategies
- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying
- Reading stories and articles or watching video material about bullying or using them in assemblies
- Making up role-plays
- Having discussions about bullying and why it matters
- Providing opportunities for staff feed-back and staff training to develop effective anti-bullying practice

POSITIVE ACTION TO TACKLE BULLYING

What can young people do to help themselves?

- Try to stay calm and walk away if this is possible

- Do not retaliate as this is often the response a bully wants (however difficult this may seem)
- Talk to friends, parents, and members of staff about how you feel and how they can help
- Always report incidents of bullying to members of staff (whether you or somebody else is involved)
- Realise that staff at Doha College have a great deal of experience in this area and want to help
- Keep copies of any text messages or internet pages that convey bullying messages

WHAT CAN ADULTS DO TO HELP YOUNG PEOPLE WHO ARE INVOLVED IN BULLYING?

- Students should know which adults to approach (usually the class teacher, Form Tutor, or Head of Year)
- System in place where students can pass on information anonymously
- Set up mentoring and buddying programmes or extend existing programmes to tackle bullying
- Include anti-bullying strategies in assemblies and PHSE programmes
- Involve the School Council or similar student groups in developing an anti-bullying strategy
- Ensure that bullies are punished and that the sanctions imposed are strong and clearly understood
- Awareness to parents of popular internet sites that may be used for cyber- bullying
- Parents set restrictions to social media sites

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About Doha College

Vision

To enable personal growth, instil a passion for learning and create aspirational minds.

Mission

With the growth-mindset philosophy of High Performance Learning, we develop confidence, creativity and intellectual curiosity in a safe, caring and inclusive environment for our students to make a lasting contribution to global society.

Core Values

Excellence and diligence
Respect and Integrity
Commitment and Accountability
Perseverance and Honesty
Fun and Enjoyment
Challenge and reward

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