



New English School المدرسة الإنجليزية الحديثة

Towards Global Citizenship

Anti-bullying Policy

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The New English School stands against bullying of any sort and believes that all students have the right to learn and develop in a supportive, caring and safe environment without fear of being bullied.

1. Introduction

New English School recognises that there are people with the potential to be bullies in all organisations and at all levels. It is anti -social behaviour and affects everyone, it is unacceptable and will not be tolerated. The school aims to promote justice, equal opportunities and fair treatment for all. In partnership with parents, owners, students and all staff, we are committed to promoting a safe community and a caring learning environment where bullying in any form is unacceptable. Students, parents and staff should feel assured that any incidents of bullying will be dealt with.

2. Policy Aims

This policy seeks to:

- ensure all members of the school community have an understanding of what bullying is, and isn't
- ensure all staff know what the school policy is on bullying, and what they should do if bullying arises
- prevent, or stop continuation of bullying behaviour
- react to bullying in a reasonable, proportionate and consistent way
- safeguard students experiencing the bullying and provide support for him/her

3. What is bullying?

We define bullying as deliberate, hurtful, repetitive behaviour, in which a student has some type of hold over another. It is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can include a number of different behaviours:

- emotional - being actively unfriendly, excluding, tormenting
- physical - pushing, kicking, hitting, punching or any violence
- racist - racial taunts, graffiti, gestures
- religious – being singled out because of your religious beliefs
- cultural - bullying based on prejudice and difference
- sexual - unwanted physical contact or sexually orientated comments
- disability – targeting students with physical or learning difficulties
- verbal - name-calling, sarcasm, spreading rumours, teasing
- cyber - Internet misuse through offensive website postings, e-mail and instant messaging. Misuse of mobile phones through text messaging, camera and video facilities, etc
- property - damage to or hiding of another's property
- in-direct - spreading rumours, excluding someone from social groups

This list is for illustration purposes. Bullying may take a form not listed here.

Students or staff who are being bullied may show changes in a behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students and staff must be encouraged to report bullying to any adult member of staff at the school or go direct to the deputy head teacher or head teacher.

4. NES procedures to follow in the event of bullying

We seek to prevent bullying by promoting a school ethos in which bullying is regarded as unacceptable.

- students are encouraged to remove themselves from situations in which bullying may occur and to report incidents to a member of staff if they know bullying is taking place
- the school will deal promptly with any concerns over bullying and will involve parents where appropriate. In responding to concerns over bullying, our first response will always be to gather the relevant information in a calm and objective manner before deciding from an informed position the best intervention(s) to secure the desired outcome
- the bully and the victim will normally be interviewed separately. Serious cases are referred to the appropriate person. This may be the Head of Year, Deputy Headteacher, Senior Teacher, Headteacher or Principal, depending on the severity of the case. If the member of staff is in any doubt they should consult with their line manager over the appropriate course of action.
- records of bullying or suspected bullying will be maintained to ensure any repeated or patterns of behaviour may be identified. In most cases these should be recorded in the Notes

section of Pupil Profile on iSAMS, unless there is a safeguarding concern, in which case procedures from the Safeguarding policy should be followed.

- where bullying has been identified and intervened against, we will continue to monitor the situation for a suitable time period.
- appropriate support will be given to the victim and guidance will be available to both bully and victim if appropriate.
- serious cases of bullying may result in suspension. Persistent bullying will result in permanent exclusion/request not to re-register for the forthcoming year.
- it is the policy of the New English School to attempt to resolve all issues of bullying internally under the school's own disciplinary procedures.

5. Sanctions for bullying

- a verbal apology will be sought.
- the Head of Year, Deputy Headteacher, Senior Teacher, Headteacher or Principal, depending on the severity of the case, will discuss the issue[s] with the student's parents.
- an appropriate sanction according to the school's Behaviour Policy will be issued if deemed appropriate.

6. Staff awareness and training

Staff support

- the school will ensure that all staff are aware of this policy and its contents
- it is the responsibility of the of all staff to monitor the incidence and occurrence of bullying within the school and for pastoral teams to keep the Headteacher/Principal informed as appropriate

- as part of an investigation into alleged incidents of bullying behaviour, the New English School reserves the right to search belongings and confiscate items and materials perceived to be offensive.
- the New English School enforces the Kuwait Ministry of Education's regulations regarding the prohibition of mobile phones, media devices and other electronic equipment in schools.
- National Online Safety provides essential online training for staff regarding online safeguarding, safeguarding, bullying and cyberbullying of students.

7. Limiting the opportunity for bullying

- the school playground is patrolled during break and lunch periods.
- it is the school's intention to minimise areas of the site that might facilitate bullying behaviour. Open areas where there is high public visibility are an effective deterrent. All areas of the school site are checked and monitored regularly.
- we encourage positive relationships between teachers/parents. Parental contact is made if we are worried about a pupil's well-being.
- we reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our students
- we welcome feedback from parents and guardians on the effectiveness of our preventative measures.
- all staff should be sensitive to changes in behaviour, moods, and form tutors/ class teachers follow up absences that are longer than three days and any patterns of absenteeism.
- it is the responsibility of all staff to refer any pupil over whom problems may be sensed to the appropriate Teacher, Tutor, Head of Year or to the Deputy Heads.
- students are taught it is their responsibility to say something when they see others being bullied.

8. Prevention through education

The New English School seeks to educate students about how to interact effectively and positively. We aim to produce a safe and secure environment where all students can learn without anxiety and where opportunities for bullying are kept to the minimum. Students are encouraged to co-operate with each other, form positive relationships and question behaviour which discriminates against others. They should also learn to listen to others at the same time as demonstrating an appropriate degree of assertiveness. To combat the culture of silence, a culture of being prepared to tell is encouraged. Form time and PSHE are used to encourage, amongst other things, that any pupil being bullied should speak to a trusted adult; be it a subject teacher, form tutor, Year Head or Deputy.

Serious consideration is given to the topic within the framework of 'Friendship and Bullying' in the New English Schools PSHE programme in Year 7 and in Year 8. [See Friendship and Bullying units in SoW]. The programme encourages students not to suffer in silence and work together to actively combat bullying by speaking out. Assemblies, if necessary, will focus upon it. Throughout the primary school, bullying is discussed in PSHE lessons, assemblies and where

appropriate, through the curriculum. Students are taught what is and isn't bullying and how to deal with bullies, whether they are a victim or a bystander.

9. Bullying beyond The New English School

Schools are not directly responsible for bullying off their premises and this can be a difficult area to manage. However, students are encouraged not to suffer in silence. Where a pupil reports bullying off the school premises, there a number of responses that may be appropriate:

- contact with parents
- contact with the school transport office.
- contact with Heads of other schools
- contact with the Ministry of Education

10. Cyberbullying

The New English School recognises that: "Cyber-bullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others." Bill Belsey [www.cyberbullying.org]

We also recognise that cyber-bullying can involve Social Networking Sites, like Facebook, emails and mobile phones, used for SMS messages and as cameras.

The New English School:

- does not permit students to bring mobile phones/ smart phones and other electronic devices, other than their Chromebooks, to school unless specifically requested to do so by a teacher.
- expects all students to adhere to the school's code of conduct regarding the safe use of the internet.
- blocks sites through our filtering system and our IT Department monitors students' use. Through the use of Chromebooks and securly we offer a highly filtered internet both at home and at school.
- may impose sanctions for the misuse, or attempted misuse of the internet.
- offers guidance on the safe use of social networking sites and cyber-bullying in PSHE lessons
- offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe.
- the school reserves the right to inform and consult with the Ministry of Education where a students behaviour online endangers the welfare of others.

11. The role of parents

The New English School acknowledges the role played by parents in ensuring that instances of bullying are reduced. It is clearly helpful where parents are able to support the values and measures represented within this policy and to discuss relationships, incidents and concerns in the same light.

- parents, who are concerned that their children may be being bullied, or may be a perpetrator of bullying, should contact their form tutor or Year Head immediately. We advise against contacting other parents to sort out matters.
- if parents are not satisfied with the response they should contact the Deputy Head or the Headteacher.
- a parent who is dissatisfied with the way the school has dealt with a bullying incident can follow the Complaints Procedure.

12. Related Policies

Code of Conduct Policy (including Discipline and Exclusions)
Computer Safety for Students
Safeguarding Policy
Behaviour Policy

13. Further information, guidance and support

1. National Online Safety <https://nationalonlinesafety.com/>
2. “Safe to Learn: Embedding Anti-Bullying Work in Schools”(DCSF guide)
http://www.teachernet.gov.uk/_doc/11907/Summary%20-%20Safe%20to%20Learn.pdf
3. “Bullying”: An ISC Child Health and Wellbeing Working Party Guidance Update Five
<http://www.antibullying.net/adultsinschools.htm> - Source of anti-bullying support for school communities)
4. “Where You are NOT Alone” <http://www.bullying.org/>
5. <http://www.cyberbullying.org/>
6. “Child Protection and New Technologies” by Childnet International
7. <http://www.childnet-int.org/>
8. Safe to Learn Tackling Cyber bullying
<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/>
9. “Guidance on e-strategies for schools, including technological bullying”

http://schools.becta.org.uk/index.php?section=is&catcode=ss_to_es_pp_ob_03&rid=14905