

**St. Andrews International School Samakee**

<b>Document Information</b>			
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**Anti Bullying Policy**

At St. Andrews International School Samakee, we believe that all children have a right to learn in a supportive, caring, safe environment without the fear of being bullied. Samakee is completely opposed to bullying and will not tolerate it. Bullying is entirely contrary to our Key Values and the inclusive principles we live by. All members of our school community have a right to work in a secure and caring environment and we all have a responsibility to contribute in any way we can to the protection and maintenance of our inclusive environment.

**AIMS AND EXPECTATIONS:**

**‘All Different, All Equal’**

At Samakee we provide a calm and caring ethos where everyone in our school community feels safe, confident, valued and respected. We foster an environment where our children interact and work together in a supportive and empathetic way and are empowered to reach their full potential, emotionally, socially and intellectually.

**What is bullying?**

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

**Quote from the anti bullying alliance:**

*“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.”*

“When a person’s or group of people’s behaviour, over a period of time, leaves someone feeling one or more of the following, it could be bullying:

- physically and/ or mentally hurt or worried
- unsafe and/ or frightened unable to do well and achieve
- ‘Badly different’, alone, unimportant and/ or undervalued
- Unable to see a happy and exciting future for yourself.

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“When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this is bullying.”

It can be:

- physical, e.g. kicking, hitting, taking and damaging belongings
- verbal, e.g. name calling, taunting, threats, offensive remarks
- relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- cyber, e.g. texts, e-mails, picture/ video clip bullying, instant messaging (IM)

### Links with other School Policies

Expectations of behaviour at Samakee are set out in the following documents and are all available to staff on the Teacher Drive: Anti Bullying Policy; Attendance Policy; Positive Relationships Policy; Child Protection Safeguarding Policy; Essential Skills for Learning; Home-School Agreements; Homework Policy; ICT – Code of Conduct Policy; Incident Report Policy; Mobile Phone Policy; Our School Dress Code. Expectations of staff and other documents relating to behaviour as created by the school from time to time.

### Procedure

#### Strategies to address bullying

The school uses a range of whole school strategies to address bullying and to reinforce positive behaviour.

#### The Responsibilities of Staff Members:

- Informing the class teacher and discussing with Phase Leader.
- During this dialogue clear expectations will be discussed and these will be specific to the individual circumstances.
- Ensuring clear referral procedures are followed.
- Ensuring continuity of care for children in dispute or conflict.
- Monitoring and evaluating progress towards resolution of conflict/ problem.

On a day to day basis, staff are responsible for:

- Devising classroom rules at the beginning of each school year which will promote inclusion, acceptance of difference and respect for one another.
- Regular class discussions e.g. circle time to discuss playground behaviour or other friendship issues concerning the children.
- Reminders of our school rules and what is acceptable behaviour.
- Celebration of achievement assemblies in which positive behaviour is recognised.
- Teaching children not to tolerate bullying.
- Helping children to develop positive strategies and assertion.

#### The Responsibilities of Children:

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the child who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

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Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak.

### The Responsibilities of Parents:

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to (name of a member of staff/specific post in school/their class teacher) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other children.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

### The Responsibilities of SLT:

- Regular meetings take place with the teaching staff. Any incidents will be brought to their attention, for special vigilance during transitional periods, break times, lunchtime or other appropriate times. The Head Teacher, member of the SLT, Inclusion Leader or Pastoral Leader will lead these meetings.
- Where a case relating to a pupil remains unresolved at school level, parents will be asked to consult with Merak for further support.

### The Responsibilities of All:

Everyone should:

- Work together cooperatively as agreed in the Samakee Home School Agreement so that all children will be able to play and work hard and be happy, safe and successful at school.

### The monitoring of the effectiveness of the policy will be undertaken in a variety of ways including:

- Termly review of the effectiveness of interventions via SLT meetings
- Annual school questionnaires to parents and children e.g. PASS Survey
- School Council Review and Class Council discussions
- PSHE
- Seeking the views of parents with questionnaires
- Working with Merak School Outreach Programme

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### Preventative Measures

Please see Roles and Responsibilities in Promoting Positive Behaviour in our Behaviour Policy

### Procedures for Dealing with Incidents of Bullying Behaviour

Steps taken to support and respond to the needs of both bullied and bullying children include:

- Records kept - see Bullying Report Form
- Action which may be taken:
  - Contacting parents or carers of all children concerned in the bullying incident.
  - Investigation
  - Feedback to those concerned.
  - Sanctions
  - Contacting relevant support: e.g. DSL, Inclusion Leader, Merak Outreach Programme

### [Bullying Report Form](#)

Records must be completed in a timely fashion and in line with other policies and procedures where relevant (eg child protection/anti-bullying issues). The nearer the time that the record is made to the incident then the greater the degree of likely accuracy. Staff should always attempt to ensure that what they record is accurate. If there is any uncertainty about the accuracy of information this should be stated. All personal information held on children must be treated as confidential and it is important that staff at all levels only have access to the information they need in order to do their job.

Check the accuracy of your report and be sure to share with our DSL (Tabietha Sudhirak) as soon as possible.

### Continuous Professional Development of Staff

Whole School CPD: Prevent Bullying for International Schools; Merak Behaviour Management Training and other training courses as appropriate.