



El Alsson

British & American International School

Developing Successful 21st Century Citizens

PRIMARY / ELEMENTARY SCHOOL ANTI-BULLYING POLICY

**To be read in conjunction with British School Behaviour
Policy / American Code of Conduct**

APPROVED: ___/___/___

REVIEW: ___/___/___

This Policy is to be reviewed annually and updated as and when changes occur.

Statement of Intent

We are committed to providing a safe and caring learning environment for all of our students. El Alsson School wants them to develop the skills and qualifications necessary to become successful 21st Century citizens, in a relaxed and secure atmosphere. For this reason

Bullying of any kind is unacceptable at El Alsson School

If bullying does occur, all pupils should be able to tell someone, safe in the knowledge that incidents will be dealt with promptly and effectively.

We are a CARING school

This means that **anyone** who knows that bullying is happening is expected to tell a member of staff so that it can be dealt with swiftly and appropriately.

What Is Bullying?

- Bullying is the use of aggression with the intention of hurting another person, either physically or emotionally.
- Bullying results in pain and distress to the victim.
- Bullying can also be a joke, which has been taken too far.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical unwanted physical contact, pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as: email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Please read the appendix for signs and symptoms of bullying

Why is it Important to Respond to Bullying?

- Bullying hurts.
- No one deserves to be a victim of bullying - everybody has the right to be treated with respect.
- Students who are bullying need to learn different ways of behaving.

El Alsson School has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All members of the school community should know that bullying will not be tolerated.
- The Directors, all teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- The Directors and teaching and non-teaching staff should know what the school policy on bullying is, and follow it when bullying is reported.
- All students and parents should know what the school policy on bullying is, and what they should do if bullying arises.
- As a school we take all reports of bullying extremely seriously. Pupils and parents should be assured that when bullying is reported they will be supported, and the incident thoroughly investigated.

Prevention

As part of our school curriculum (PSHE/ Guidance) we will use the following methods for helping children to prevent bullying:

- Ensuring pupils follow the School Golden Rules /Behaviour policy / Code of conduct
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters
- Placing a child on a behavioural plan
- Having an Anti – Bullying / Character Building Week to highlight this topic

Procedures

- Students should report any bullying incident to any member of staff they feel comfortable with. If students feel uncomfortable doing this, they should inform their parents or a close friend who can report it for them.
Remember: this is not telling tales – if you don't tell, who will?
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- The incident/s will be recorded by staff in the relevant incident log and student referred to the SMT
- In all cases, parents (both the bully's and the victim's) will be informed, and may be asked to come into school for a meeting to discuss the problem.
- Throughout the process, it is important to consider why the bully does what s/he does.
- An attempt will be made to help the bully (bullies) change their behaviour. This may well involve a counselling/mentoring programme.

Outcomes

- If possible, the pupils will be reconciled

- In all cases, the bully (bullies) will be made to realise the destructive nature of their behaviour and genuinely apologise. Other consequences may take place such as yellow or red cards (see Behaviour Policy / Code of Conduct).
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- In serious cases, suspension or even exclusion will be considered (Principal / Directors)
- Parents will be kept informed at all times.

Appendix

Signs and Symptoms

A child 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 going to school
- Doesn't want to go on the school bus
- Begg to be driven to school
- Changes their usual routine
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or " go missing"
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Comes home starving (lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone (out of school)
- Is nervous & jumpy when a cyber message is received (out of school)

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

Adapted from 'Kidscape Guideline Policy for Schools'