THE BRITISH SCHOOL OF ALMERÍA

ANTI - BULLYING POLICY

OWNER	THE BRITISH SCHOOL OF ALMERIA
TYPE OF PAPER	POLICY
TOPIC AREA	SAFEGUARDING
DATE OF REVIEW	SEPTEMBER 2022
LANGUAGE	ENGLISH

Part of

International Schools Partnership®

A. <u>RATIONALE</u>

At THE BRITISH SCHOOL OF ALMERIA we aim to promote a safe and healthy learning environment for all of our pupils in which they can enjoy working together to enhance each other's learning and fully develop their own personal and social skills whilst establishing strong and long-lasting bonds with their peers.

B. <u>AIMS</u>

This Anti-Bullying policy helps us to establish the following principles:
- Promote the safeguarding and general well-being of all our pupils
- Encourage the development of positive relationships based on mutual understanding and respect
- Encourage the adoption of our key school values by all members of our school community
- Deal effectively with prejudice and/or unkind behaviour towards others
- Create a healthy, safe and enjoyable learning environment for all
- Maximise the learning potential of each and every one of our pupils
- Provide our pupils with essential life skills which help them to become caring and responsible citizens

<u>OUR SCHOOL VALUES</u>

At the British School of Almería, we have 8 core values which we feel are central to becoming a lifelong learner and securing a successful future. We want our pupils to be:

- Ambitious
- Respectful
- Inquisitive
- Compassionate
- Independent
- Reflective
- Resilient
- Open-minded

Pupils who display our school values receive rewards and recognition from our teaching and non-teaching staff. However, sanctions are in place for those who choose not to support the school values due to the negative impact that such actions will have on the rest of our school community.

C. DEFINITION OF BULLYING

Although we aim to promote positive relationships amongst our pupils and staff at all times, we are aware that as pupils develop and start to establish their own individual personality traits and form their own opinions, negative interactions with peers may occur.

Such incidents will be dealt with as and when they occur in line with our school Behaviour for Learning Policy which can be referred to via our School Website or our BSA Parent Platform.

Bullying, although often linked to other behavioural problems is dealt with as a separate issue and can be defined as follows:

Persistent or repeated negative behaviour intended to hurt or marginalise another peer or colleague. Bullying can take various forms which include: verbal or written abuse, physical abuse, isolation from a group or any repeated behaviours designed to cause distress or discomfort to others.

Please also refer to the definition provided by the UK Government at stopbullying.gov

"Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time by the same person(s). Both kids who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

An Imbalance of Power: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose."

D. <u>TYPES OF BULLYING</u>

Verbal

Verbal bullying involves saying unkind, hurtful or threatening things to others. This includes:

- Teasing
- Name-calling
- Taunting
- Inappropriate comments (personal references, sexual)
- Disrespectful language
- Threats

Physical

- Pushing
- Shoving
- Hitting, kicking, spitting
- Tripping up and intentionally bumping into
- Making rude, threatening or unkind gestures
- Breaking of damaging others possessions

Psychological

- Actions to promote insecurity, fear or confusion
- Removal of or tampering with property

Social

- Exclusion from activities or peer groups
- Telling others not to be friends with someone
- Spreading rumours about others
- Coercion
- Embarrassing others in public

Cyberbullying

Cyberbullying is any form of bullying that takes place over digital devices such as mobile phones, computers, and tablets. Cyberbullying can occur through SMS, text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can also include sharing any personal or private information about someone else without their consent and which can lead to embarrassment or humiliation.

It is important to point out that cyberbullying can be considered to be a criminal offence and may be punishable by law. It is the responsibility of the legal owner of an electronic device to control any activity carried out online.

Although instances of cyberbullying may take place outside school hours, the school should be informed of any such issues between pupils. The school will support parents in investigating any cases of cyberbullying and all relevant information will be passed to the parents of those involved. Any instances of cyberbullying which impact upon a pupil's learning and well-being at school will be monitored and acted upon.

E. POSSIBLE MOTIVES FOR BULLYING

- Prejudice or lack of acceptance of differences
- Personal insecurity
- Gain popularity in a peer group
- Inability to manage personal issues
- Family problems
- Victim of bullying
- Need for control (generally stemming from other insecurities)

F. POTENTIAL CHARACTERISTICS OF PUPILS INITIATING BULLYING

- Aggressive attitude or temperament (verbal or physical)
- Poor social skills
- Lack of empathy and compassion for others
- Poor anger management
- Domineering or controlling behaviour
- Physically strong or strong personality
- Loss of interest in studies/Lack of engagement
- Influence over others
- A pupil who allows bullying of another to take place (bystander) is also considered to be playing a key role in the bullying. Pupils must not allow these incidents to occur at our school and must inform a member of staff if they are aware this is happening.

G. POTENTIAL CHARACTERISTICS OF VICTIMS OF BULLYING

- ☐ Quieter and more passive
- ☐ Non-aggressive
- ☐ Not very outspoken
- ☐ Reduced interest in studies
- ☐ Doesn't have fixed/established group

OR can also be

- ☐ Outwardly aggressive and easily provoked by others

IT IS IMPORTANT TO POINT OUT THAT EVERY SITUATION OF BULLYING IS DIFFERENT AND MAY OCCUR AS A CONSEQUENCE OF EVER CHANGING OUTSIDE FACTORS AND SITUATIONS. FOR THIS REASON, THOSE INVOLVED IN BULLYING INCIDENTS MAY NOT DISPLAY SOME OF THE CHARACTERISTICS MENTIONED ABOVE.

H. DEALING WITH BULLYING

Bullying is deemed to be a safeguarding issue and will be dealt with as such. As mentioned previously, all general negative behaviours between pupils will be dealt with in accordance with our Behaviour for Learning Policy using the behaviour system in place at the school.

Any parent who feels that their child is involved in a bullying incident at school, should contact their form tutor/class teacher or Head of Department (EYFS/Primary) or Key Stage Leader (Secondary) who will investigate the matter, and take the relevant action.

A full list of contacts can be found on our BSA Parent Platform

If a pupil is a victim of bullying or has witnessed bullying taking place, they should inform one of the following members of staff:

- Their tutor/class teacher
- Their Key Stage Leader or Department Leader
- A member of the safeguarding team.

All potential incidences of bullying will be investigated to assess whether they can be considered to be isolated incidents or bullying. Bullying incidents will be reported as safeguarding concerns. In this case, the safeguarding team, the class teacher and the Key Stage Leader/Department Leader will be informed.

All teaching and non-teaching staff not in direct contact with the pupils involved have the responsibility to report bullying incidents to the safeguarding team.

Once an issue has been confirmed as bullying, we will also inform parents and ensure that the necessary actions have been taken as well as continuing to closely monitor the situation to ensure that this does not continue. We will count on our parents to keep us informed of of any additional concerns that are brought to their attention.

It is extremely important that the school and our families work together to deal quickly and effectively with any instances of bullying which may arise at our school.

I. SANCTIONS AND FURTHER ACTIONS

In any instance of bullying, our priority is to deal directly with the problem so that the issue is resolved as quickly as possible and to re-establish a safe and secure learning environment for all. In order to achieve this we will ensure that all parties receive the support that they need and that we identify the root of the issue.

Apart from resolving the bullying issue, in some cases, further actions may be required. These will depend on the severity of the case and may include:

- Continuous formal monitoring of pupils
- Volunteer work within the school
- Involvement in anti-bullying projects
- Further input in class PSHE sessions
- Further in-school support for the victim or the pupil carrying out the bullying
- Removal of privileges
- Isolation or exclusion

J. SCHOOL INITIATIVES

In order to promote a healthy, safe and secure learning environment for all of our pupils, The British School of Almería will:

- Ensure that our staff are aware of the Anti-Bullying Policy and the Procedures to follow should they suspect or receive information of a possible bullying incident
- Incorporate the topic of Anti Bullying into our School PSHE programme and reinforce our Anti-bullying message to pupils if and when cases of bullying arise
- Continue to promote our school values and promote mutual understanding and respect throughout our school community
- Share our Anti-Bullying policy with all members of our school community
- Adopt a zero tolerance policy towards bullying
- Work with parents to ensure that bullying incidents are effectively dealt with at school
- Carry out an annual review of our policy and procedures
- Refer any serious concerns we have to the ISP regional team

K. LEGAL IMPLICATIONS

As mentioned in the section on cyberbullying, some forms of bullying e.g. harassment, assault may have legal implications. In such cases, we would always seek advice from the relevant authority.

Date of Policy: September 2022
Created by: Gillian Greaves
To be Reviewed: September 2023

Part of

International
Schools
Partnership ®