



## Anti-Bullying Policy

### **Definition:**

Bullying is the repeated use of power over another person which exploits the weakness of the vulnerable while corrupting the user. It thrives on fear and undermines the community. Bullying isolates controls and intimidates.

### **First Principles:**

This School will not tolerate any kind of bullying.

This could include:

- Repeated threatening behaviour: verbal or non-verbal
- Isolating a child from a group
- Name calling or constant teasing
- Unkind reference to a child and/or his/her family
- Racist jokes or remarks to a child or others
- Interfering with a child's possessions
- Demanding payment of any kind
- Physical violence
- Encouraging others to commit acts of bullying
- Malicious online or text messaging (further details can be found on the published 'Internet Usage Rules' document)
- Watching incidents of bullying and failing to inform the appropriate person/people

### **Proactive Approach**

The school ethos strongly encourages that all members of the community treat each other with due respect in all situations, at all times, regardless of age, race, gender, sexual orientation or physical ability. All members of the community are expected to uphold these values and to take appropriate action with anybody who fails to meet the expected norms.

These values are reinforced through more formal structures, events and procedures which include:

- Following a comprehensive PSHCE curriculum which uses the published Social and Emotional Aspects of Learning (SEAL) at its core.
- Anti-Bullying Week at the start of the year – age appropriate
- Revisiting the anti-bullying theme at the start of each term

- RESPECT Week in the Spring Term
- School Council
- School and Year Group Assemblies

However at times these procedures are not enough to prevent incidents of bullying from taking place and as such the school has a recognised structure for dealing with incidents which arise. It is important to note that every allegation of bullying is different from the next and as such professional judgement will be used in terms of flexibility of the following statements.

### **Identify the Problem:**

Members of staff will take all allegations of bullying seriously and will investigate issues thoroughly when brought to their attention.

Parents concerned with bullying issues should, in the first instance, talk with the child's class teacher/ form tutor.

A child concerned with issues relating to bullying can speak with any member of the school community, who will channel these concerns to the class teacher/form tutor. The class teacher/form tutor will monitor the situation and take the necessary action with both parties involved, using a range of strategies and their professional discretion.

### **Investigating the Issue:**

The class teacher will raise any concerns about specific children in an open staff meeting to allow other members of staff to be aware of, and assist in, monitoring the situation.

Evidence will be gathered and recorded as it is observed. In the Upper School an 'Incident Report Slip' will be filed. In all cases this will then be discussed with the Deputy Head and a decision taken as to when to inform parents. When instances of bullying are identified and initial intervention has little or no effect then the sanctions and procedures outlined in the British School of Amsterdam's 'Discipline and Behaviour Policy' will come into effect.

During the investigation phase the needs of the both the perceived bully and perceived victim will be dealt with sensitively providing time for reflection, discussion and, where necessary, rebuilding self esteem.

Appendix A shows the steps that should be followed when dealing with incidents of bullying.

### **How Other Members of the Community will be involved in Anti-Bullying:**

- Open lines of communication will be encouraged and maintained between home and school.
- Class teachers will regularly raise the profile of anti-bullying for example through PHSE and assemblies.
- The Anti-Bullying Policy will be reviewed and distributed to the whole school community annually.
- The Principal of the school will be made aware of developments and may be involved with meeting parents.
- Parents will be made aware of continuing patterns in their child's behaviour.
- Peers are an important part of the communication network. Within each school an age appropriate approach towards bullying will be taken to encourage support and reconciliation between all individuals involved.

Bullying can occur to anybody at any time. Only a consistent and unified community approach, that reiterates the ethos and procedures laid down in this policy, can keep incidents to a minimum and avoid unnecessary suffering.

Date written: February 2006

Reviewed February 2007

Next Scheduled review: February 2009

**Reviewed June 2008**