

Anti – Bullying Policy

At Liwa International School For Girls we believe that all students and staff have the right to enjoy and achieve within a safe and positive school environment.

In practice this means:

1. Everyone has the right to feel safe all of the time.
2. There is nothing too terrible that you cannot talk to someone about it.

These two core principles apply across all aspects of school life but are particularly relevant in ensuring that everything possible is done to minimize bullying within the school community and that it is effectively addressed where it does occur.

We do not tolerate any form of verbal, physical or psychological bullying however it occurs. All staff will do their best to prevent bullying and will share responsibility for action if bullying does occur.

All incidents, whether in or out of school, will be investigated in a firm and fair manner and Parents and outside agencies may be involved in any course of action.

What is bullying?

Bullying is behavior by an individual or group, repeated overtime that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber--bullying via text messages or the internet). It can occur both inside and outside of school.

It may happen where:

- There is prejudice against particular groups, for example on grounds of race or religion
- A student or a member of their family is disabled
- A student comes from a class perceived to be socially different
- It might be motivated by actual differences or perceived differences between students or local communities
- Bystanders actively or passively support the actions of the person initiating the bullying behavior.

Stopping bullying and ensuring immediate safety and wellbeing is a main priority for LiwaSchool but it must equally take account of the emotional damage bullying can do.

- **Forms and types of bullying covered by this policy**

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture

What do we do to prevent bullying and raise awareness?

There is a real focus on how individual actions affect others both positively and negatively. Professional and considerate behaviors modeled by Staff and older students set a good example for all to follow.

We encourage students to:

- talk openly about bullying
- recognise its many forms
- realize its consequences
- always report bullying incidents to teachers, to the student counselor or social worker
- discuss ways of tackling bullies
- communicate with social workers, SLT via a range of channels including email, class dojo, in person when bullying is occurring

Anti--Bullying Procedures and Responsibilities

All Staff have a duty and responsibility to stop and report any incident of bullying they encounter, however minor.

All students are encouraged to report any incidents of bullying by speaking to their teacher, a supervisor, the student counselor or a member of the leadership team

The Social Worker & Student Counselor will coordinate all bullying enquiries with teachers and supervisors

Parent(s)/Carer(s) of the bully and victim(s) will be involved as appropriate and will always be informed.

The motivation behind bullying behavior will be considered as this may indicate that the student carrying out the bullying needs help or support.

Signs of bullying for parents

- Be vigilant. Look for signs of distress (eg. sleeplessness, becoming withdrawn, not wanting to come to school etc).
- If you think your daughter is being bullied, remain calm and contact the school immediately.
- Encourage your daughter to talk to a trusted adult in school.
- Talk to your daughter and reassure them. 'Talk them up'. Build their self-- confidence.
- Do not advise her to fight or hit back.
- Avoid becoming over emotional. Your daughter needs you to be composed, strong and reassuring.
- Work closely with the school to resolve any bullying issues.
- Avoid tackling the bully's parents

The school monitors bullying behavior as well as the strategies it deploys to combat it. In particular, it will take into account new technology - cyber bullying and how this is used by students.

As a school, we will endeavor to:

- take all bullying problems seriously;
- deal with each incident individually and to access the needs of each student separately;
- regard all incidents as potentially serious and investigate them thoroughly;
- ensure that bullies and victims are interviewed separately;
- obtain witness information;
- keep a written record of the incident, investigation and outcomes which should be recorded on the student concern record
- ensure that action is taken to prevent further incidents. Such action may include:
 - Imposition of sanctions such as detention and removal of privileges;
 - Obtaining a sincere apology;
 - Informing parents of both bully and bullied;
 - Provide support for both victim and bully.

Sanctions

Disciplinary measures will be applied where appropriate. They will be fair, consistent and reasonable in all the circumstances. The school will look at each incident and, where relevant, sanctions such as internal isolation will be used.

In extreme cases the school will seek the permission of ADEK, in order to permanently exclude students involved in serious cases of bullying.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision- making, as appropriate.
- The social worker/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within the school behavior policy, and support will be implemented in consultation with all parties concerned.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

- When responding to cyberbullying concerns, the school will:
 - Act as soon as an incident has been reported or identified.
 - Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
 - Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
 - Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems;
 - identifying and interviewing possible witnesses;
 - Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.

Preventing bullying

Environment

- The whole school community will:
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
 - Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
 - Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
 - Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.



- Challenge practice and language (including ‘banter’) which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

- The whole school community will:
 - Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
 - Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behavior.
 - Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools’ attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc.
 - Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
 - Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

- The school community will:
 - Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school’s policy and procedures, including recording and reporting incidents.



- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
 - Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
 - Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
 - Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.
-
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behavior of the bully, as well as ensuring access to any additional help that they may need.
 - Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils

- *Pupils who have been bullied will be supported by:*
 - Reassuring the pupil and providing continuous pastoral support.
 - Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
 - Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
 - Working towards restoring self-esteem and confidence.
 - Providing ongoing support; this may include: working and speaking with staff, offering formal counseling, engaging with parents and carers.

- *Pupils who have perpetrated bullying will be helped by:*
 - Discussing what happened, establishing the concern and the need to change.
 - Informing parents/carers to help change the attitude and behavior of the child.
 - Providing appropriate education and support regarding their behavior or actions.
 - If online, requesting that content be removed and reporting accounts/content to service providers.

Involvement of pupils

- *We will:*
 - Ensure students understand the school's approach and are clear about the part they play in preventing bullying.
 - Regularly canvas children and young people's views on the extent and nature of bullying.
 - Ensure that all pupils know how to express worries and anxieties about bullying.
 - Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
 - Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
 - Utilize pupil voice in providing pupil led education and support
 - Publicize the details of internal support, as well as external helplines and websites.
 - Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Involvement and liaison with parents and carers

- *We will:*
 - Take steps to involve parents and carers in developing policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
 - Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
 - Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
 - Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
 - Ensure that parents work with the school to role model positive behavior for pupils, both on and offline.
 - Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Authorized by the School Principal:

Name

Mrs Rachael Giles

Signature

R. Giles