

ANTI-BULLYING POLICY



ENOUGH ALREADY!

Statement of intent

***“Bullying is repeated verbal, physical or psychological aggression towards an individual or group. “
“Racism is the treatment of people as inferior because of their race. In our schools we recognise that cultural differences can produce problems similar to racism and therefore the response to such behaviours is also covered by this policy.”***

The values and beliefs underlying this policy are encapsulated by the following statements of purpose:

- All bullying is unacceptable, regardless of who bullies or how it is delivered or what reasons are given to justify bullying actions.
- King Arthur British School recognises the detrimental effect on children and young people who may be subjected to bullying and will work actively to minimise the risks of bullying.
- Victims of bullying and their parents/carers should be treated in a supportive manner and their support should not be regarded as a burden to staff and peer groups.
- The harmful effect on a child's educational and emotional development which can be caused by bullying is recognised. King Arthur British School is committed to combating all bullying behaviour in partnership with the relevant agencies.
- Bullies need to change their behaviour (It is the behaviour not the person that is condemned) and they too will need support.

Legal Framework

It is the responsibility of the Head teacher to promote discipline, in particular to encourage good behaviour and respect for others on the part of children and to secure an acceptable standard of behaviour. Measures to combat bullying must be regularly reviewed, as this section of the Act requires Head teachers to bring these procedures to the notice of all children, parents, and employees on an annual basis. Effective monitoring is essential and centres must set up procedures to monitor the effectiveness of any anti-bullying measures.

Responsibilities

The class teacher and any other adult working directly with the pupils concerned have initial responsibility for investigating and dealing with bullying and racism. All incidents of bullying or racism should be reported to the school leadership team who will discuss the incident with the Head.

Procedure

The aim of King Arthur British School is simply to “End Bullying”. The objectives of King Arthur British School in formulating this statement are: -

- To raise the profile of Bullying as an issue and to provide strategies and guidance that will help to prevent bullying and on how to respond to bullying incidents.
- To acknowledge that both the victim and perpetrators of bullying and their parents need support and that appropriate support for both will be needed after the bullying has been reported.
- To recognise that we all have a responsibility for challenging bullying – children, staff, governors and parents/carers – and to explain how we can meet our responsibilities.
- To ensure that all bullying incidents are recorded and reported to the Director and/or Head teacher and via them to the Policía Nacional (National Police) who take care of bullying prevention and intervention.

Principles

- Staff have a responsibility to foster an anti-bullying ethos within the School.
- Children feel happy if they are safe and secure.
- It is our responsibility to help all children to feel good about themselves and to enable this to happen
- All children need to know the boundaries within which we expect them to work.
- We are agreed as a staff team that bullying can take place at any stage in life from early childhood to adulthood.
- The bullying can be through physical or verbal aggression or just by excluding a child.

Key practices

- We need to listen to children and their parents.
- Staff will always intervene where bullying is observed.
- Children and adults are encouraged to report incidents of bullying to a member of staff.
- Bullying will always be investigated whether it is with children or adults.
- Policía Nacional or Municipal (National or Municipal Police) and outside agencies will be consulted for advice and information as required.
- Staff observations will be made to ascertain a detailed picture of any bullying incidents.
- Parents/carers will be informed and consulted when incidents of bullying occur.

Definitions

Bullying is defined by the British Department for Education as the:

“Deliberately, hurtful behaviour, repeated over a period of time, where it is difficult for those bullied who are powerless to defend themselves”.

Bullying can take many forms, but the main types cause stress and have an emotional impact.

- Verbal abuse: insults, name calling, speaking badly of someone, spread rumours or lies.
- Psychological abuse: threats provoking fear, making the child do things against their will, blackmailing, teasing, which can be through drawings, notes, cards, mobile phone messages and/or emails, etc.
- Physical abuse: This can be: direct: beatings, kicking, punching, injuries from different objects, etc. or indirect: stealing, damaging property etc.
- Social isolation: ignoring, preventing participation within the group, coercing friends to behave in a similar manner, etc.

Where it can happen: Within school premises: corridors, bathrooms, changing rooms, entrances, the canteen, school transport, and/or secluded places during breaks. Outside school premises: close to school, on the way home, etc.

Identification of victims: there are various signs that should lead to suspect a case of bullying:

- Refusing to attend school, resorting to strategies such as claiming to be sick in the mornings.
- A decline in marks for no apparent reason.

- Silent at home; not talking about what is happening.
- Mood swings.
- Low self-esteem, irritability, problems sleeping.

The damage inflicted by bullying can be frequently underestimated. Bullying can cause considerable distress affecting health and development.

The Role of Parents

Parents play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways including:

- Stressing to their children the importance of appropriate sociable behaviour.
- Reporting any misgivings, they have concerning either victims or perpetrators of bullying.
- Actively endorsing and supporting the Behaviour and Anti-Bullying Policy.

In the event that sanctions are applied due to the bullying behaviour of their child, supporting the sanctions and making clear their disapproval of this behaviour.

Specific Procedures

Preventative measures against school bullying

- Preventative training for students from specialised personnel (National Police). Students will be included from Years 5 to 11.
- Informative sessions for families from specialised personnel (National Police).
- Specific preventions and detection sessions during circle time (PHSE) in classes. The application of the detection test, the development of social skills, emotional intelligence and resolving conflicts during classes from the Orientation Department.

Action Protocol

Initial Phase: Detection

Bullying can be detected through various means:

1. The prevention and early detection test.
2. By the surrounding environment of the victim: classmates, teachers, extracurricular activities.
3. The students themselves.
4. The class tutor.
5. A complaint from the family.
6. An external police or judicial report.

It is common for victims to give up communicating their problems to adults and their classmates, so extreme vigilance and observation should be carried out.

Investigation Phase

Once a case of bullying has been detected, the case will be reported to the Head teacher, who will keep a written record, ensuring confidentiality. In order to collect information, the Head teacher will then communicate with:

- The class tutor of both the victim and aggressor.
- The school's counsellor or Psychologist.
- The coordinators.

Considering the circumstances and the information collected from all parties, the management will proceed with the provisional measures considered most appropriate:

- That guarantee the safety of the victim.
- That warn the aggressor of what is happening.

A written record must be kept of all procedures.

Resolution Phase

If it is found that a case of bullying does not exist, this will be included in the conclusions of the process. The parents of the implicated students will be informed by the class tutor(s) with guidance from the school counsellor.

If it is found that a case of bullying does exist, the management will:

- Immediately communicate with the families involved.
- Take provisional steps to support and protect the victim, as well as changing the behaviour of the aggressor.

A written record must be kept of all procedures.

If it is considered that the case of bullying is a serious offence and, therefore, disciplinary actions are taken, the disciplinary proceedings must be resolved as soon as possible.

If the seriousness of the case so advises, either for the gravity of the offence or the lack of protection of the minor, it should be brought to the attention of the Fiscalía de Menores (Juvenile Prosecutor's Office) in the case of students over the age of 14; students under this age will be referred to the corresponding social services.

The Head teacher will follow up on the agreements made and evaluate the compliance with the established procedure.

All actions will be carried out with complete confidentiality.

Review

School management and staff will review this policy annually:

- The number of incidents recorded.
- How incidents were dealt with.
- How the policy is working.

And, make any changes necessary due to local or national initiatives/new legislation.