

POZNAN BRITISH INTERNATIONAL SCHOOL

ANTI-BULLYING POLICY

Aims and Objectives

- ❖ To ensure that the pupils learn in a supportive, caring and safe environment without fear of being bullied.
- ❖ To raise awareness about bullying issues
- ❖ To ensure an anti-discriminatory practice

Definition of bullying

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

It is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The different types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Related to race, religion and culture
- Related to special educational needs (SEN) or disabilities
- Related to appearance or health
- Sexist or sexual bullying
- Homophobic, cyber (social websites, mobile 'phones, text messages, photographs and e-mails).

Bullying causes psychological damage and even suicide. Although bullying is not a specific offence, there are criminal laws which apply to harassment and threatening behaviour. We must all be aware of the seriousness of this issue.

Staff Training

The school will provide the raising awareness of staff, through training, taking action to reduce bullying at times and places where it is most likely to occur.

Curriculum

Within the curriculum, the school will raise the children's awareness of the nature of bullying through inclusion in PSHE, Assemblies, class time, projects, IPC, drama, stories, literature, historical events, current affairs, Ethics, etc. as appropriate, in an attempt to eradicate such behaviour.

Children will be made aware that any incidents of bullying should be reported to their Class Teacher or any other member of the Teaching Staff they feel comfortable talking to or confiding in.

Procedures to follow

What children can do to prevent bullying at our School:

Talk to someone you trust and get them to help you take the rights steps to stop the bullying.

If you feel you are being bullied:

- Try to stay calm and look as confident as you can
- Be firm and clear - look them in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away, or if you do not feel comfortable telling an adult, tell another pupil. It is important that you do this as soon as possible.

If you have been bullied:

- Tell a Teacher or another adult in your School
- Tell your family
- If you are scared to tell a Teacher or an adult on your own, ask a friend to go with you
- Keep on speaking until someone listens and does something to stop the bullying
- Don't blame yourself for what has happened

You can help to make and keep our School a happy safe place if you:

- Always report bullying - of yourself, your friends, and of others
- Never join in bullying. Have the courage to stand out from the crowd and speak up in cases where you know in your heart that bullying is taking place - even if the bully is a friend of yours and the victim is not. Your silence will not help either of them.
- Make sure you and your friends are never in parts of the School or playground you should not be. Stay in areas where you are supervised.

The school will:

- take all bullying problems seriously
- investigate all incidents immediately and thoroughly
- ensure bullies and victims are interviewed separately
- initiate apology from the perpetrator to the victim (in writing if appropriate)
- obtain witness information
- keep a written record of the incident, investigation and outcomes in the Class register of the child/ren involved
- inform the Class Teacher and all staff about the incident - discuss the problem at the next Staff Meeting
- ensure that action is taken to prevent further incidents
- the Principal or Polish Director are responsible for keeping the records (in the Class registers)
- inform the parents/guardians of the Schools concern's and the actions taken to date
- provide support for both the victim and the bully
- impose sanctions if thought appropriate (detention or other)
- reassure pupils and help restore self-esteem and confidence
- establish the wrong doing of the bully and the need to change

Bullying after school

Whilst the school is not responsible for pupils behaviour outside of school hours, we do feel that any pupil's behaviour reflects upon us and therefore we will take seriously any incidents that occur in the community while the children are on their way to, or from school.

This policy is closely linked to the School's Behaviour Policy and we will make every attempt to support both the victim and the bully. However for persistent and severe cases of bullying, increasingly strong sanctions will be used which may result in the exclusion of a pupil.