



SHERBORNE QATAR
PREPARATORY SCHOOL

Policy on the Prevention of Bullying

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Last Updated September 2021

Next review September 2022

Reviewed by Nadira Rahman (Deputy Head)

Objectives of This Policy

- That all teaching and non-teaching staff, pupils and parents will understand what bullying is;
- That all governors and teaching and non-teaching staff will know what the school policy is on bullying, and follow it when bullying is reported;
- That all pupils and parents will know what the school policy is on bullying, and what they should do if bullying arises;
- That pupils and parents will be assured that as a school we take bullying seriously and that they will be supported when bullying is reported;
- That everyone understands that bullying will not be tolerated at Sherborne Qatar Prep School;

Defining Bullying

- Bullying is defined by the Oxford English Dictionary as: "Using strength or power to hurt or coerce others by intimidation";
- Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim;
- Bullying is an action that is repeated and persistent.

Bullying Can Be:

- Verbal: name calling, sarcasm, spreading rumours, teasing
- Emotional: being unfriendly, excluding, tormenting (EG hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching, or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Cyber: misuse of all areas of the Internet, threats involving mobile phones (text messages, WhatsApp and phone calls) and misuse of associated technology (cameras / videos)

Members of staff and other employees may become victims of bullying by the actions of other members of staff, parents or pupils.

Recognising Bullying

Bullies tend to be assertive and aggressive. However, this is not always the case as bullying can also happen in subtle, insidious ways. Bullies also tend to be lacking in empathy or guilt. It is important to note that bullies may themselves be victims or feel socially inadequate in other ways.

It is sometimes difficult to spot victims of bullying, as they can be skilled at putting a brave face on their suffering. However, some common signs may be:

- Poor work;
- Feigned illness;
- Attention-seeking behaviour towards adults;
- Bed-wetting;
- An unwillingness to socialise during free time.

Raising Awareness of Staff

The staff receive training on Child Protection every year and are made aware of nominated personnel in school who have a responsibility over safeguarding and pastoral concerns. Every Head of Key Stage is responsible for recording incidents on iSAMS and nominated personnel will monitor the situation closely.

Raising Awareness of Pupils

The School works to minimise the incidence of bullying:

- Through our school Values;
- By raising awareness amongst the children in assemblies through discussion, video, role play, etc.;
- Through the curriculum e.g. in PSHE (Personal, Social & Health Education) embedded in form teacher time, English and other lessons;
- Parents also have a role to play and the school asks for their support in our approach.

If You Believe a Child is Being Bullied

Let the child's Form Teacher know about your concerns as soon as you can. The School's response to possible bullying will then be initiated. Please be patient: The Form Teacher and his/ her colleagues will need to follow up and ensure there is a proper understanding of what is happening. The Form Teacher or a Head of Key Stage will keep in touch with you during this process.

Be supportive of the child and avoid over-reacting towards the possible bully. The school needs to be able to get to the root of the problem. This requires the co-operation of all

parties.

If Your Child is Accused of Bullying

Such an accusation may come as a tremendous shock to you. You are likely to feel very defensive about the situation and it may seem highly unlikely that your son or daughter could be bullying another child.

Please be patient. The School will try to unravel what is going on and, if it seems likely that your child has adopted bullying behaviour, we will try to establish what has caused this. The Form Teacher and/ or senior colleagues will work with you and your child to address the causes and to improve behaviour.

It would be unusual for a child to not respond to the support and guidance given. Most children can learn how to make proper friendships and how to avoid hurting others. They will put events behind them.

However, in a very rare case where the level of bullying is severe, the level of sanction applied by the School must take account of this – bullying has no place in our school.

Anti-Bullying Procedures Followed by the School

1. Pupils are urged to share their problems with other pupils and preferably report bullying incidents to staff.
2. Silence is a bully's best friend. We encourage children to speak up for themselves and, very importantly, for their friends. Recent research into bullying has shown that when a bystander intervenes to question the bully's behaviour, the bullying stops at once in over 80% of cases.
3. The bullying behaviour or threats of bullying will be investigated, and strategies put in place to get the bullying stopped quickly. One member of staff will be responsible for co-ordinating the approach. This will normally be a child's Form teacher, guided by the Head of Key Stage.
4. The process of dealing with the bullying will include talking to the perpetrator about his or her behaviour; explaining why it was unacceptable and the reasons it has had the consequences it has; and explaining what will happen should the bullying recur.
5. If felt appropriate, sanctions may be applied, especially in the case of a repeat offence.
6. If felt appropriate, the situation may be sensitively discussed with other pupils, especially if it is felt their behaviour, active or passive, intentional or unintentional, augmented the effect of the bully's actions.

7. Parents will be informed and asked to come to a meeting to discuss the problem.
8. An attempt will be made to help the bully (or bullies) change their behaviour.
9. All cases of bullying will be recorded by staff in the Bullying Record, kept in the Headmaster's Office. The record will include the type or types of bullying identified.

A Note on Cyber-Bullying

Cyberbullying has been defined to mean the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others. Cyberbullying can involve social networking sites, emails and mobile phones used for SMS messages and as cameras.

There are several factors which set cyberbullying apart from other forms. These include the activity extending off the school site and sometimes into the victim's home, the rapid spread of information and images, the opportunity amongst young people to encourage that spread, perhaps without understanding the seriousness of what they are doing, a perception of anonymity by the perpetrator, etc. For this reason, the school has in place these additional safeguards:

- Use of the internet is closely supervised and restrictions apply. Certain sites are blocked by our filtering system;
- The school offers guidance on the safe use of social networking sites and cyberbullying in PSHE lessons, which covers blocking and removing contacts from "buddy" lists;
- The school offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe;
- Mobile phones are not permitted in lessons. Any which are brought into school for travel purposes (e.g. traveling to and from home with a driver) should be handed in for the day with the child's form teacher;
- A workshop on e-safety, led by the Head of Innovation & Digital Learning, takes place in the Autumn Term