



NETWORK
INTERNATIONAL SCHOOL
Kindle the fire, brighten your future

Anti Bullying Policy

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NETWORK INTERNATIONAL SCHOOL

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Values and Attitudes

At Network School we:

- Treat all students, teachers and other adults with respect.
- Speak respectfully and use appropriate language.
- Are kind, considerate and helpful to each other.
- Attend every day and are punctual to school and lessons.
- Are organised for school, bring the required equipment for lessons and remain focused.
- Work hard, make the most of learning opportunities and contribute towards a culture of lifelong learning.
- Take responsibility for our learning and strive to achieve all the attributes of a Network student.
- Move safely around the school.
- Look after school property and resources.
- Follow the school dress code.

1.0 Introduction

This Anti-Bullying Policy has been devised to raise awareness of bullying and the need for the Network International School community to work together on dealing with incidents of bullying. It is designed to help and protect every member of the school community, so that everyone can live and work together in a secure and supportive environment. It is vital that students' feel safe and secure when they are at school and are provided with the support systems and skills required to feel safe and secure when they are out of school.

2.0 Rationale

The way we feel about our relationships and ourselves has a major impact on our ability to learn. Students need to feel safe and secure at school in order to learn and achieve. Research shows that the most common effects of bullying are anxiety and depression, poor self-esteem and withdrawal. No one deserves to be a victim of bullying and everybody has the right to be treated with respect. Students who are bullying need help to learn different ways of behaving.

3.0 Aims and Intent.

The aims of this policy are:

- To prevent and tackle bullying
- To ensure that everyone is aware of his/her rights and responsibilities with regard to bullying in Network International School.
- To raise awareness of bullying through all aspects of the curriculum.
- To set out effective measures for dealing with bullying.
- To ensure that every member of the Network community has an understanding of what bullying is and that bullying behaviour is not tolerated.
- That all members of the Network Community feel safe in all areas of the building and at all times.

Network International School is committed to the view that everyone is of equal value, whatever their race, gender, class, disability, learning need, lifestyle, age, sexual orientation or religion. The School is aware that bullying and harassment is the abuse of a person's rights.

4.0 Purpose of the Policy.

To provide a framework to promote the emotional health and well being of the Network community by providing:

- A supportive culture and ethos which promotes a culture of mutual respect, consideration and care for others which will be upheld by all
- A curriculum which supports positive relationships
- A safe, secure and stimulating environment
- Strategies to support the victim and the bully
- A consistent approach to dealing with incidents of bullying

5.0 Definition of bullying.

Network International School defines bullying as:

- A lack of respect for others, their feelings and belongings.
- The use of aggression with the intention of hurting another person.
- Any action, either verbal or physical, that makes someone feel unhappy or frightened.

Bullying is deliberately hurtful behaviour that is often repeated over a period of time, making it difficult for the person concerned to defend him or herself. It may be racist, homophobic or gender-based. A group or an individual may carry it out. It may involve hitting, kicking, name-calling, threats, ridicule, demanding money or objects, or less obvious forms such as excluding someone from a group on purpose, spreading rumours, or using body language such as eye rolling to make someone feel hurt or frightened. It may also involve the use of technology such as cyber-bullying.

The person or people doing the bullying may be the same age or older or younger than the bullied person. People accused of bullying may need just as much help as those being bullied. Their behaviour may be connected to personal or social problems; they may be manipulated by others; individuals may be playing a small part in group bullying and not understand the collective harm being done to those being bullied.

A person who is being bullied will often feel helpless and unable to stop it happening. Bullying, even that which seems minor to an observer, can have serious and lasting consequences for the bullied individual. All bullying should therefore be treated seriously. The response however should not always be the same. Punishment is not the only way of stopping the problem and in fact punishment itself is sometimes inappropriate in dealing with bullying.

It is vital, therefore, that all the members of the Network community work together to support our Anti-Bullying Policy.

Talking about bullying, and bringing it out into the open, is the key to dealing with the problem. This means, however, that anyone who observes bullying taking place or encourages an individual to speak out must be prepared to tackle any problems they find, or at least pass on the problem quickly to someone within the Network community whom they feel would be able to deal with it.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside of school. Cyber bullying is bullying which takes place using electronic technology including mobile phones, email and websites. Cyber-bullying can be carried out by a group or an individual and could include the following:

- Bullying by texts or messages or calls on mobile phones
- Bullying by email or hijacking/cloning email accounts
- Using mobile phone cameras to cause distress, fear or humiliation
- Sending unpleasant or hurtful photographs by mobile phone, emails, social networking or posting them on websites.
- Posting threatening, abusive, cruel or humiliating material on blogs, personal websites, social networking sites .

- Posting threatening, abusive, cruel or humiliating remarks on on-line message boards or in chat rooms including chat rooms, e.g. Facebook, YouTube, Ratelyteacher, Instagram, BBM and Whatsap and any other sites used for communication.
- Deleting someone's name from, or ignoring his or her messages, on social networking sites.

We reserve the right to search a student's phone, social media pages or email account if we have any grounds for concern.

Network International School educates its students both in the proper use of telecommunications and about the serious consequences of cyber-bullying. Through PSHRE, ICT lessons and assemblies and other curriculum areas staff will continue to inform and educate their students in how to keep themselves and others safe in this rapidly changing environment.

6.0 Anti-Bullying Code.

At Network International School we will not tolerate any kind of bullying and when it does arise all staff must deal it with consistently. Our Anti-bullying code is for everyone:

- Everyone has the right to enjoy teaching and learning and to work without fear, free from intimidation.
- Everyone has the right to be treated with respect.
- Everyone has the right to teach and learn in an environment where everyone feels comfortable and safe.
- Everyone, whether they are bullied individuals, friends or onlookers, has a responsibility to report a bullying incident to an adult.
- Everyone should be able to report bullying without fear.
- Everyone should know that all bullying concerns would be dealt with promptly, sensitively and effectively.

7.0 Signs of bullying.

The signs that students are being bullied or have started to engage in bullying behaviour can vary from young person to young person and may include, but not be limited to, the signs outlined below:

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewellery
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating.
- Difficulty sleeping or frequent nightmares
- Declining grades, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviours such as running away from home, harming themselves, or talking about suicide
- Signs a student might be engaging in bullying behaviours may include:
- Getting into physical fights or verbal conflicts
- Having friends who bully others

- Becoming increasingly aggressive towards peers and/or adults
- Increasing numbers of behavioural issues and use of sanctions
- Unexplained extra money or new belongings
- Unwillingness to accept responsibility for their actions
- Are competitive and worry about their reputation or popularity

8.0 Policy Implementation.

The effectiveness of this anti-bullying policy requires the commitment of all staff, 'including the Principal, to highlight this issue on a day-to-day basis rather than only when serious incidents come to light. Students need to be consistently reminded that all forms of bullying are unacceptable and will not be tolerated.

Students need confidential and varied means to alert staff to current instances of bullying. It is important for the whole Network community, especially students, to know to whom they can report incidents and from whom they can receive help and support.

9.0 Procedures for Dealing with Bullying.

Reporting an Incident.

Anyone who is frightened of a bully or feels that they are being bullied must try to talk to someone. Anyone who knows that bullying is happening has a duty to report it. People to tell could include:

- Any Network adult
- A personal friend
- A Form Tutor
- A Class Teacher
- Lead Teacher & Deputy Secondary Student Welfare
- Primary or Early Years Phase Leader
- Principal
- A member of the Student Council
- Parents

The person who has been told about the bullying must pass on the reported incident immediately to the relevant Phase Leader or Secondary Student Welfare. Where bullying outside of school is reported to school staff it will be investigated and acted upon. Parents should contact the relevant Class Teacher, Primary or EYFS Phase Leader, Tutor, Lead or Deputy Student Welfare Teacher if they are concerned about bullying.

Staff are advised to refer to the 'Staff Code of Conduct' if they have any concerns regarding staff behaviour towards colleagues. Any breach of the staff code can be reported through the line management structure or directly to ELT.

10.0 Guidelines for Dealing with Incidents.

It is important to recognise that these are guidelines only. Each case must be treated individually. Some cases for example may require a greater involvement of parents or a face-to-face meeting with the bully/bullied. When an incident of bullying is reported the Class Teacher, Primary or EYFS Phase Leader, Tutor, Lead or Deputy Student Welfare Teacher should support the bullied individuals as follows:

- Establish the facts.
- Meet privately with the bullied individual(s); listen to the problem and complete incident form.
- The bullied individual(s) should also write down the details of the problem. This is kept as a written record of the bullying incident.
- Reassure the bullied individual(s), that the matter will be dealt with promptly and sensitively.
- Explain which procedures will follow in dealing with the bully.
- Keep the bullied individual(s) informed at all times of any action being taken.
- Inform the Form Tutor/Class Teacher so that he/she can help to monitor the situation.
- Discuss with the bullied individual(s) whether or not it is appropriate to inform parents. (A bullied individual(s) right to privacy is respected, but there may be cases where parents should or must be informed.)
- Monitor the situation by checking with the bullied individual(s), at an agreed time e.g. after the bully has been dealt with; after one week; after three weeks.
- Maintain an 'open door policy' i.e. the bullied individual(s) should feel able to return to report the bullying again if it continues.

Dealing with the bully:

The Class Teacher, Primary or EYFS Phase Leader, Tutor, Lead or Deputy Student Welfare Teacher should deal with the bully as follows:

- Establish the facts
- Meet privately with the alleged bully and explain the allegation.
- Listen to the problem from the alleged bully's point of view.
- The alleged bully should be encouraged to write down the details of the problem.
- Explain and talk through the school policy and anti-bullying code of conduct with reference to the allegation.
- Establish that the behaviour took place.
- Appropriate sanctions should be discussed.
- Discuss whether or not it is appropriate for parents to be informed. (In most cases parents should be informed.) Agree a method of monitoring the situation with the bully e.g. another meeting in one week; three weeks; one month.
- Inform the Form Tutor/Class Teacher so that he/she can help with the monitoring.
- If possible, the bullied individual(s)/bully will be reconciled through a mediation process with an appropriate staff member.

11.0 Sanctions.

Sanctions could include:

- Extra written work, based on the responsibilities of being a good citizen
- Being placed on Network Report
- Completing a piece of Community work for the school
- Agreeing to and signing an Anti-Bullying Contract
- Suspension from certain extra curricular activities
- Exclusion from 'fun' outings, class rewards or use of school transport
- Internal exclusion
- External exclusion

If the incident is repeated then the sanctions will become progressively more severe. A serious incident could result in either internal exclusion or external exclusion.

12.0 Monitoring and Review

The purpose of monitoring and review is to enable the school to follow up and record progress. It will help to identify patterns of bullying behavior and will identify whether or not the Anti-Bullying Policy is effective. Primary Phase Leaders or Lead Secondary Student Welfare will carry out monitoring of bullying incidents at least once every semester. The records will be analysed to look for possible patterns to inform practice. The Anti-Bullying Policy and Procedures will be monitored and reviewed once each academic year by the Principal.

13.0 Communication

The following communications will help to provide clear and consistent messages about Networks Anti-Bullying policy:

- School Assemblies can provide ways of promoting the policy. Themes such as friendship, conflict, power and trust can be used as a basis.
- Students will have Anti-Bullying information in their student diary.
- PSHRE lessons include lessons on aspects of bullying and strategies for dealing with it.
- Students will be given the opportunity in the classroom to discuss and understand racism, sexism and other forms of prejudice.
- The issues can also be taught through both the overt and the hidden curriculum of the school.
- Students views will be sought regularly using a student surveys and discussion and feedback in the Student Council meetings.
- Anti-Bullying Week will be held annually to promote the key aims of the Anti-Bullying Policy.

14.0 Links with other Policies.

This Anti-bullying policy should be read in conjunction with the following Network policies:

- Rewards and Attitudes to Learning Policy
- Acceptable use of ICT policy
- E-safety Policy
- Attendance Policy
- Safeguarding Policy