

B10: ANTI BULLYING POLICY

“Pulling someone down will never help you reach the top”

1. Rationale

At Edison Global Academy, we value good relationships between all of the school community and take every allegation of bullying seriously. Every child that feels they are being bullied will be taken seriously. All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment without fear.

Bullying is unacceptable at Edison Global Academy and will not be tolerated.

A strong stance against bullying needs to be taken at all times, as it indicates a lack of appreciation for the feelings of others. It can cause deep distress, to the extent of victims refusing to attend school or even, in extreme cases, attempting to harm themselves.

2. Aims:

With this policy, we aim to create an environment where pupils can grow and flourish without fear. Each pupil has the right to be safe in and out of school.

We aim to:

1. ensure that children learn in a supportive, caring and safe environment, without the fear of being bullied
2. demonstrate that the school takes bullying seriously and that it will NOT be tolerated
3. take appropriate measures in incidents regarded as bullying
4. clarify to all pupils and staff that bullying is wholly and always unacceptable
5. promote an environment where children feel they can trust and tell adults
6. promote positive attitudes in pupils (also conflict management)
7. ensure that all staff are aware of their duty over those in their care and the need to be alert to signs of bullying
8. ensure that all staff are aware of procedures at all times

3. Information on Bullying:

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. At Edison Global Academy, all forms of bullying are taken equally seriously and dealt with appropriately. Bullying can take place between pupil, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods. We understand that all children have disagreements with each other from time to time. This is not considered bullying.

We identify four types of bullying:

Physical: hitting, kicking, taking or hiding belongings

Verbal: name calling, teasing, insulting, writing or sending unkind notes or messages, including cyber bullying

Emotional: being intentionally unfriendly, excluding, tormenting looks, spreading rumours

Cyber: email and internet chat room misuse, mobile phone threats by text, call, social websites

a. Specific types of bullying:

1. bullying related to race or colour, religion or belief or culture
2. bullying related to special education needs (SEN) or disabilities
3. bullying related to appearance or health conditions
4. bullying related to sexual orientation
5. sexist or sexual bullying
6. bullying using electronic forms of contact (cyber bullying)

b. Styles of bullying include:

1. intimidation or rude gestures
2. the ‘look’ – as an example of non-verbal bullying
3. threats and extortion
4. malicious gossip and exclusion from the group
5. telling tales with the purpose of causing trouble
6. threatening texts or messages in chat rooms

c. Signs and Symptoms:

1. A child may indicate by signs or behaviour that they are being bullied. All staff should be aware of these possible signs and they should investigate if a child:
 2. is unwilling to go to school
 3. becomes withdrawn, anxious or lacking in confidence
 4. starts stammering
 5. attempts or threatens self harm
 6. cries themselves to sleep at night or has nightmares/bedwetting
 7. regularly feels ill in the morning
 8. begins to do poorly in school work
 9. comes home with clothes torn or books damaged
 10. has possessions go missing
 11. has unexplained cuts and bruises
 12. stops eating or overeats
 13. is frightened to say what is wrong

14. is frightened of walking to or from school
15. changes their usual routine

Edison Global Academy will ensure that all staff are aware of the above symptoms and that they promptly report any suspicions of bullying to the School counsellor, learning support staff, Deputy Principal or Principal.

4. The Role of Staff:

a. The School Principal will:

1. ensure that all staff have an opportunity of discussing strategies and will review them regularly
2. determine the strategy and procedure
3. discuss and further develop those strategies and procedures with the Managing Director of Edison Global Academy
4. ensure that staff is aware and appropriately trained
5. ensure that procedures are brought to the attention of all staff, parents and pupils
6. be responsible for the day-to-day management of the policy
7. ensure that there are positive strategies and procedures in place to help both the bullied and bullies
8. refer and liaise with professionals if necessary
9. arrange relevant pupil training, and determine how best to involve parents in the solution of problems
10. ensure record keeping

b. Class Teachers will:

1. be responsible for liaising with the Principal/Deputy Principal over all incidents of bullying involving pupils in their respective classes
2. be involved in any strategy to achieve a solution
3. teach the anti-bullying programme through PHSE/Assembly lessons

c. All staff will:

1. know and follow all relevant policies and procedures
2. keep clear records on a ‘Record of Incidents of Bullying’ form
3. be observant and regularly talk to pupils
4. deal with incidents according to this policy
5. never let any incidents of bullying go unreported

d. Staff are to follow the following principles:

1. it is important that children who experience bullying can be heard
2. it is important to note that children may react to bullying in various ways
3. if children feel upset, they are encouraged to speak to their teacher and that this is kept confidential from other students
4. it must be emphasised to the children that they should under no circumstances deal with the situation themselves and that they must remember that physical aggression is not acceptable at Edison Global Academy
5. students must be assured that a responsible adult will sort out the problem as calmly as possible

6. all incidents are reported to the Principal/Deputy Principal
7. parents are to be contacted to discuss matters
8. any incident is noted down and put into the student file
9. all pupils are encouraged to report incidents of bullying

5. Reporting and Recording:

1. all incidents must be reported and recorded in full and records must be kept
2. reports of bullying must be logged by the class teacher and/or any member of staff the incident is reported to
3. the forms are kept in the Principal’s office as well as the Administration Office
4. the form must be filled out in full to ensure that patterns of bullying can be identified

6. Bullying and the Curriculum:

Edison Global Academy will raise awareness of the anti-social nature and the effects of bullying through PHSE lessons, school/class assemblies and/or in the course of lessons in the classroom, whenever the topic covered allows the class teacher to do so. **7. Supporting Pupils**

a. Bullied Pupils:

Staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given support.

b. Bullies:

Support will also be given to the pupil who is doing the bullying. Edison Global Academy will to the best of their ability try to change the behaviour and attitude of the bully. However, it is unavoidable that sanctions must be used against bullies.

8. Sanctions:

Edison Global Academy will take tougher action against pupils who do not respond to preventative strategies to combat bullying. Sanctions are determined by the nature of the bullying on a case to case basis and include:

1. writing a letter of apology
2. removal from the class
3. withdrawal from break-time privileges
4. withholding participation in any school trip, extra curricular activities and/or other events that are part of the school day
5. **temporary, fixed-term or permanent exclusion from the school:** this will only be considered in a case of **extreme and continuing** bad behaviour, bullying, harassment, etc.

Any form of exclusion will be discussed with the School Principal, the parents and the Managing Director of Edison Global Academy.

9. Involving Parents:

1. Parents, as well as all staff and pupils, should know that the school will not tolerate bullying. Parents will be informed of policy and procedures
2. Parents of pupils who are being bullied and parents of the bullies will be involved in the solution of the problem as appropriate

10. Cyber bullying:

“Cyber bullying is an aggressive, intentional act carried out by a group or individuals using electronic forms of contact repeatedly over time against a victim who cannot easily defend him or herself” **Types of cyber**

bullying:

1. text messaging bullying
2. picture/video clip bullying via mobile phone
3. phone call bullying via mobile phone
4. email bullying
5. chat room bullying
6. bullying via websites
7. bullying through instant messaging **School Policy on Cyber Bullying:**
8. no pupils are allowed mobile phones on school premises
9. the school ensures internet safety
10. teachers must teach safe internet usage

11. Ministry of Education Policy on Cyber Bullying

Please refer to Appendix 1- Circular from Ministry of Communications.