

## **ANTI-BULLYING POLICY**

### **RATIONALE**

IPS is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute; in whatever way they can, to the protection and maintenance of such an environment.

### **MISSION STATEMENT**

#### **Inspire, Empower, Lead**

- We will inspire our learning community through an inquiry curriculum and commitment to on-going improvement.
- We will empower our learning community to find solutions to real life challenges through creative and critical thinking.
- We will lead our learning community to promote a spirit of internationalism by thinking globally and acting locally.

### **PRINCIPLES.**

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- IPS will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

### **DEFINITION OF BULLYING**

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, emotional, cyber, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. Being rude can be unintentional bullying but not as it is a repeated act as per definition. It may be perpetrated by individuals or by groups of pupils.

### **FORMS OF BULLYING**

- Physical violence such as hitting, pushing, kicking, or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.

- Misusing technology (internet or mobiles) to hurt or humiliate another person.

## **LINKS WITH OTHER SCHOOL POLICIES**

- *IPS Child Protection Policy, Acceptable use internet policy, IPS Student Code of Conduct*

## **PARTICIPATION & CONSULTATION PROCESS**

- Awareness raising programmes (Curriculum & parent information evenings)
- Survey/questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of elected student representatives e.g. student council.
- Seeking the views of parents at coffee mornings and information evenings.
- Monitoring evaluation and review.

## **RESPONSIBILITIES OF ALL STAKEHOLDERS.**

### **The Responsibilities of Staff**

Our staff will

- Foster in our pupils self-esteem, self-respect and respect for others using the IB Learner Profile and PYP Attitudes.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (name of teacher and post, e.g. our designated teacher for child protection/head of pastoral care).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action that has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

### **The Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.

- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

*Anyone who becomes the target of bullies should:*

- Not suffer in silence, but have the courage to be supported by pupils and staff to speak out, to put an end to their own suffering and that of other potential targets.

### **The Responsibilities of Parents**

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to (name of a member of staff/specific post in school/their class teacher) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

### **The Responsibilities of All**

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

### **PREVENTATIVE MEASURES.**

*(What measures do we use as a school to promote positive behaviour)*

#### **Community**

- Parent discussion/educational meetings.
- Continuous conversations/education off and with the children.
- Inform the PA and Parents for the work being done within the school.
- Encourage parents to have an open dialogue with their children.
- Have an open communication with neighbouring school about how to prevent bullying.

#### **Pastoral provision & Classroom management**

- Continuous talk about bullying, definitions, effects, consequences.
- Teaching emotional intelligence and empathy.
- Open dialogue about all emotions present during the school day.
- Education about kind interaction.

- Education about friendships.
- Education about caring and respect.

### **Guidelines for records and sanctions**

- Keep written records of the behaviour observed, the associated concerns, the interventions made, the dialogue with parents and the discussion of consequences.
- Any sanctions will be according to the policies in school regarding student code of conduct.

### **PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR**

- Steps taken to support and respond to the needs of both bullied and bullying pupils.
- Records kept
- Action which may be taken
  - Contacting parents/caregivers of all pupils concerned in the bullying incident.
  - Investigation.
  - Feedback to those concerned.
  - Sanctions.
  - Contacting relevant professionals e.g., Educational Psychologist, IPS Child Study Team

### **CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF**

IPS staff will continue to receive regular in-service training and support on how to best manage information and personnel when bullying is suspected.

Originally adopted	September 2016
To be reviewed	Annually
Last review	September 2016
Next review due	September 2017

Officer	Signature	Date
President		
Secretary		
Treasurer		