

INDIAN SCHOOL RAS AL KHAIMAH, UAE



WELL BEING POLICY 2020-21

DECEMBER 2018

REVIEW AUGUST 1,2020

NEXT REVIEW MARCH 2021

ANTI-BULLYING POLICY

The staff, parents and students value the positive relationship between all the DESSISRAK communities as fostered by the school. We expect every allegation of bullying to be taken seriously. All staff, students and parents should be made aware 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 or prejudice. Bullying is unacceptable at ISRAK and will not be tolerated. The Anti-Bullying Policy outlines procedures in order to prevent bullying among pupils.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. ISRAK takes a strong stance against bullying of any type, as it indicates a lack of appreciation for the feelings of others.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

AIMS AND OBJECTIVES

- To ensure that children learn in a supportive, caring and safe environment, without fear of being bullied.
- To promote positive attitudes in students
- To demonstrate to all that the safety and happiness of pupils and staff is paramount
- To develop their Rights and Responsibilities to create a safe and secure for environment
- To have in place established systems that will deal with incidents of bullying
- To develop confident children who will notify staff of any incident of bullying
- To inform everyone connected with the school of the school's anti-bullying policy
- To ensure that all staff are aware of their duty of care and the need to be alert to signs of bullying

Staff at DESS, promote a strong community of strong individuals. We believe in fostering an ethos and environment that encourages individuals' characteristics based on the Four Pillars from Moral Education Program:

Character and Morality- honesty, tolerant, resilience, harmonious, persevering individuals

Individual and Community –responsible, empathetic, self-worth, critical thinkers

Civic Studies- respectful, cultural, collaborative,

Cultural Studies- Wise, diverse, consciousness, abiding citizens

WHAT IS BULLYING?

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally” At ISRAK we recognise there is no “Hierarchy” of bullying, all forms of bullying should be taken seriously and dealt with appropriately we understand that bullying can take place between pupils, between pupils and staff, or between staff. It can involve individuals or groups; face-to-face, indirectly or through use of a range of digital platforms We understand that all children have disagreements with each other and friends fallout from time to time. At ISRAK this is not necessarily considered as bullying We are aware that bullying can cause deep distress to individuals and in some cases prompt extreme behaviour.

The four categories of bullying are:

1. **Physical**- hitting, kicking, taking or hiding belongings, pulling, grabbing, touching etc
2. **Verbal**- name calling, teasing, insulting, writing or sending unkind notes or messages

3. **Emotional-** being intentionally unfriendly or unkind, excluding, tormenting looks, rude gestures and spreading rumours

4. **Cyber** – emails and internet chat room/app misuse, threats over text, email, calls, social websites etc.

Cyber-bullying (refer to online -Safety policy)

Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself.

- By cyber-bullying, we mean bullying by electronic media:
- Bullying by texts or messages or calls on mobile phones
- The use of mobile phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to message others
- Hijacking/cloning e-mail accounts

Making threatening, abusive, defamatory or humiliating remarks in chat rooms, to include Facebook, Youtube and Rate my teacher

Specific types of bullying include:

- Bullying related to race or colour, religion or belief or culture.
- Bullying related to special educational needs or disabilities (people of determination)
- Bullying related to appearance or health conditions
- Sexist or sexual bullying
- Bullying using electronic/digital forms of contact.

Different roles within bullying:

- Those relying on social power, dominating others, often with groups (ring leader)
- Others joining in and, therefore, afraid of the ring leader (associates)
- The awareness of a silent majority that bullying is taking place, but feeling unable to do anything about it (bystanders)
- Those who try to stop bullying (defenders)

Styles of bullying include:

- Causing physical pain or discomfort
- Intimidation and rude gestures.
- The 'look' – this is an example of non-verbal bullying.
- Threats and extortion.
- Malicious gossip and exclusion from the group.
- Telling tales with the express purpose of causing trouble.
- Threatening texts or messages in chat rooms.

Signs and Symptoms: A child may indicate signs or behaviour that he/she is being bullied. Adults should be aware of the signs and symptoms

- Is unwilling to go to school;
- Becomes withdrawn, anxious or lacking in confidence;

- Starts stammering;
- Attempts or threatens self-harm;
- Cries herself/himself to sleep at night or has nightmares/ bedwetting;
- Regularly feels ill in the morning;
- Change of pattern in school work or achievement;
- Comes home with clothes torn or books/equipment damaged;
- Has possessions go missing;
- Has unexplained cuts and bruises;
- Stops eating;
- Is frightened to say what is wrong; or
- Changes his/her usual routine

All staff should be aware of these possibilities and report promptly any suspicions of bullying to the appropriate person. It is important to note that if a student presents with and/or many or some of the symptoms listed above it does not necessarily mean that they are being bullied.

STAFF, GUIDANCE AND ROLES

The PRINCIPAL has a duty to draw up procedures to prevent bullying amongst pupils. The PRINCIPAL will:

- Ensure that all staff have an opportunity to discuss strategies; and review them regularly;
- Determine the strategies and procedures;
- Discuss development of the strategies with the Senior Leadership Team;
- Ensure appropriate training is available;
- Ensure that the procedures are brought to the attention of all staff, volunteers, parents and pupils;
- Report to the governing body
- Ensure that any reports of bullying at ISRAK are investigated

Senior Leadership Team (SLT) PHYSICAL EDUCATION TEAM(PE) will:

- Be responsible for the day-to-day management of the policy and systems;
- Ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- Keep the Head teacher informed of incidents;
- Arrange relevant staff and student training, determine how best to involve parents in the solution of individual problems;
- Ensure proper record-keeping

Supervisors and Heads of Department will (HOD):

- Be responsible for ensuring that the school's positive strategies are adhered to;
- Know the school's procedure and deal with any incidents that are reported

Classroom teachers will:

- Be responsible for liaising with the PE TEAM over all incidents involving pupils in their classes;
- Be involved in any agreed strategy to achieve a solution
- Teach the anti-bullying programme in MEP lessons
- Provide opportunity for students to discuss the importance of including others and taking a stand against unfair treatment of others

All Staff and Volunteers will:

- Know and follow all relevant policies and procedures
- Record the details of the incident on the MAJOR incident section (using categories – Physical or Verbal Bullying)
- Be observant and talk to pupils;
- Deal with incidents according to the policy;
- Never let any incidence of bullying go unreported, whether on-site or during an off-site activity;

- Be vigilant and take action to reduce the risk of bullying at all times especially in places where it is most likely;
- Inform the Senior Leadership Team if they feel that extra staff might be needed in a particular area;
- Inform Year Leaders of any incidents occurring that need immediate action

DEALING WITH INCIDENTS

- a) If bullying is suspected or reported, the incident will be investigated and dealt with promptly by the teacher who has witnessed or been approached
- b) If a more serious and/or dangerous element to the bullying is suspected PRINCIPAL/HOD/PE TEAM must be informed immediately.
- c) The teacher will record the details of the incident and inform the Class Teacher (but in their absence an SLT or PRINCIPAL must be informed).
- d) The CL will then lead and direct the handling and recording of the incident(s). All parties will be interviewed and a record made using red statement sheets.
- e) Staff teaching the bullied pupil will be informed. They will monitor the student and report any further concerns to the PE TEAM.
- f) The appropriate strategy and plan of action to combat the bullying will be decided upon using the behaviour policy. The PE TEAM will also decide upon the level of Parental involvement.
- g) The follow up and after-care will be coordinated by the Parent Liaison and PE TEAM. This might include a 'watching brief', where staff are asked to report anything of concern from the student(s) highlighted, a call to parents to check the wellbeing of their child.

- Parents must be informed by relevant staff PE TEAM/HOD/PRINCIPAL
- Any sanctions will be determined by the PE TEAM/HOD/PRINCIPAL.
- In any incident of bullying, staff must be aware of the following principles:
- It is important that students who experience bullying are heard.
- It is important to note that people react differently to bullying and it is often very difficult to tell if someone is upset and/or hurt.
- If a student feels upset, they are encouraged to speak to their teacher or a responsible adult at an appropriate time.
- It must be emphasised to the students that they should NEVER take the law into their own hands and should remember that physical aggression is not acceptable.
- They should be reassured that the adult will try to sort out the problem as calmly as possible.
- The most serious incidents are referred to the PRINCIPAL
- Parents may be requested to meet staff members to discuss the incident.
- Pupils will be encouraged to be vigilant and to report incidents of bullying to the relevant member of Staff.

- **REPORTING AND RECORDING**

- All incidents must be reported and recorded in full
- The incident should be dealt with instantly, by the member of staff who has witnessed the behaviour

THE CURRICULUM: HOW WE PREVENT AND TACKLE BULLYING THROUGH OUR CURRICULUM

Anti-bullying Education in the Curriculum:

- The school will raise the awareness of the anti-social nature of bullying through our Moral Education Program - MEP, as well as in school assemblies, through the School Council and play Leaders, use of form time and in the curriculum as appropriate.
- The Head of MEP, is responsible for initiating and developing a series of Anti-bullying sessions as part of the MEP course.
- Changing the attitudes and behaviour of bullies will play a major part in the strategies used by the school.

- Anti-bullying week, Health and Wellbeing Day as well as many other whole school events that will be organised to educate students and staff on the importance of promoting inclusion and tolerance. There is also a positive emphasis on preventing and dealing with incidents of bullying at ISRAK

SANCTIONS

Where pupils do not respond to preventative strategies to combat bullying, tougher action will be taken to deal with persistent and violent bullying. Sanctions are determined by the nature of the bullying on a case to case basis, as each individual case will have different circumstances.

Sanctions might include:

- Writing a letter of apology
- Removal of group in class
- Withdrawal of break and lunchtime privileges;
- Withholding participation in a school trip or sports event(s) that are not an essential part of the curriculum
- Internal exclusion
- Fixed term and permanent exclusion from school.
- An exclusion would only be considered in a case of extreme and continued bad behaviour, bullying, sexual harassment etc. Any exclusion for even a short period would be discussed and agreed by the Senior Leadership Team, The Headteacher and where necessary the Chair of the Board of Governors
- **GUIDANCE, ADVICE AND THE ROLE OF PARENTS**

Parents should know that the School will not tolerate bullying, and take a positive, active approach to educating pupils in effort to eliminate incidents. be aware of and support this policy;

- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions;
- Understand the meaning of bullying, not being a ‘one off occasion’

ROLE OF THE PUPILS

Pupils must understand and engage with Anti- Bullying procedures:

- Use their Rights and Responsibilities to help guide them towards making the correct moral choice
- Be aware of and comply with this policy
- Report if they are being bullied
- Report if they see someone being bullied
- Discuss ways of preventing bullying through the school council
- Listen carefully to all instructions given by the teacher
- Ask for further help if they do not understand
- Treat others, their work and equipment with respect
- Talk to others without shouting and will use language which is neither abusive nor offensive;
- Liaise with the school council;

At ISRAK we do not believe that bullying is an “expected” part of school life. Please trust that any referrals or reports will be dealt with in a discreet manner. Please note that whilst staff at the School are vigilant, incidents can occur that we do not witness, parents and students are encouraged to report incidents immediately so that they can be investigated and resolved as quickly as possible. Students will be involved in the development of positive strategies through both the School Council, Play Leader group as well as form groups. Students will have an input into the Anti-bullying strategies.

MONITORING THE EFFECTIVENESS OF OUR APPROACH

The Principal, Supervisors and the HODs Team together with the PE Team will consider case studies to determine what can be learned from the incidents and how they were handled, with a view to improving the school's strategies. These case study reports will also enable patterns to be identified. The Principal will report findings to the Governing Body.

Approved by

PRINCIPAL



CHAIRMAN

