



# California America School

# Anti-Bullying Policy

| Review No. | Description of Change                       | Review by          | Date of Issue |
|------------|---|--------------------|---------------|
| 1          | Adoption of Policy                          | CAS Administration | June 2019     |
| 2          | Revision of Policy due to COVID 19 PANDEMIC | CAS Administration | March 2020    |
| 3          | Revision of Policy due to PSRPG by ADEK     | CAS Administration | October 2020  |
| 4          | Revision of Policy due to PSRPG by ADEK     | CAS Administration | August 2022   |
| 5          | Annual Review                               | CAS Administration | August 2023   |



At CAS School we commit ourselves to providing an environment where all students feel safe and protected from harm. This framework endeavors to provide a set of guiding principles to promote a safe, caring and happy learning environment for all members of our school community; to ensure that all students become confident, self-motivated and independent lifelong learners.

Nowadays, unfortunately, schools both large and small often contain some students with the potential for bullying. As a School, we recognize that bullying does occur and have therefore put into place a clear set of guidelines that recognizes bullying as being anti-social and unacceptable. This document will also explain how the school will deal with bullying and cyber-bullying, bullying complaints, and the provision of intervention.

This policy applies to all members of our school community, which includes students, teaching and non-teaching staff, parents and visitors to the school. As members of the CAS community we have a responsibility to support and promote this document for the benefit of all.

### Definition of bullying

Acts of bullying can happen anywhere. It can be in the classroom, in the playground, on the sports field, transiting from home to school, on school transport and through the use of electronic technology, in particular: text messages or emails, posting unkind messages, inappropriate image tagging, rumours sent by email or posted on social networking sites or the posting of embarrassing pictures, videos or the use of fake profiles to hurt, threaten, blackmail, or lower self-esteem in a student.

Victims of bullying may hesitate to report the behaviour out of fear of retribution, or because they feel that they should deal with the problem on their own. The impact of bullying may be manifested by poor grades, solitude or moodiness at home, or nervous reactions such as loss of appetite or insomnia.

Bullying involves a person being hurt, distressed, pressured or victimised by repeated intentional attacks by another individual or group. Bullies abuse less powerful individuals by intimidation and/or harassment. Bullying may involve physical, verbal, textual, psychological or social behaviour. For example:

1. **Physical:** hitting, punching, grabbing, pushing, scratching, biting, spitting, tripping, pulling hair.
2. **Emotional:** being unfriendly, excluding, tormenting. **Racial:** racial taunts, name calling, gestures, graffiti. **Religious:** religious taunts, name calling.
3. **Verbal:** name calling, teasing, putdowns, sarcasm, ethnic or religious insults; physical, social or academic disability insults.
4. **Textual:** passing notes, writing on desks or in Student Planners/Diaries. Electronic forms: SMS, email; social media sites like Facebook, Twitter, 'What's app' etc.
5. **Social:** ignoring, excluding, mimicking, spreading rumours; defaming, dirty looks, intimidation,
6. extortion, stealing, hiding, breaking possessions; inappropriate photos on social networking sites.

## Why it is important to respond to bullying

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Students who bully need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying. Links to school associated policies

1. Child Protection Policy
2. Cyber-bullying Policy
3. Cyber-Safety Policy
4. Code of Conduct Policy
5. SEN Policy

## Aims of our policy

- To ensure that all students, parents and staff are aware of the above definition of bullying and the distressing effect it has on its victims.
- To ensure that all students, parents and staff are fully aware of the referral procedures for reporting bullying incidents and the strategies adopted for supporting those involved in these incidents.
- To establish a climate in which students who are bullied, or think another student is being bullied, can speak freely to an appropriate staff member with the full knowledge that they will be listened to and receive a prompt, appropriate and sensitive response.
- To create an School community where bullying is recognised as unacceptable and where all students feel valued, secure and happy.

## School responsibilities

- Provide access to the anti-bullying policy to all members of the school community and school website.
- Ensure the staff work within the guidelines of the policy.
- Provide support and guidance to targets of bullying.
- Provide intervention with individuals who bully others.

## Teacher responsibilities

- Model anti-bullying attitudes and behaviour.
- Support the School Aims of tolerance, respect and valuing diversity.
- Listen and respond to reports of bullying, provide support and refer as needed.
- Implement the school code of conduct and anti-bullying policy.

## Parent responsibilities

- Support the values of tolerance and respect in the home.
- Encourage your child to exercise these values in all contexts including at school.
- Report bullying and encourage your child to do so.
- Provide support and encourage your child to seek help.
- Work with the school to resolve bullying issues.

### **Student responsibilities**

- Show respect for all members of the school community.
- Speak out against bullying and report it when you see it.
- Support students who are bullied.
- Respect and support School Prefect initiatives.
- Support the Student Representative of House and Council to assist with anti-bullying suggestions.

### **Reporting bullying behaviour**

An adult or student can approach any teacher to inform about an incident that constitutes bullying behaviour. Non-teaching staff such as administration staff, special needs assistants, the bus drivers and the cleaning team should report any incidents of bullying behaviour witnessed by them, or mentioned to them, to the relevant teacher; All reports, including anonymous reports of bullying, must be investigated and dealt with by School Social Worker, who will keep a record of these reports.

### **Investigation and follow-up of allegations of bullying behaviour:**

- The teacher receiving the allegation of bullying should bring it to the attention of the Class teacher or Social Worker, who will ascertain whether it requires further investigation
- The primary aim in investigating and dealing with bullying is to resolve any issues and to restore, as far as is practicable, the relationships of the parties involved (rather than to apportion blame)
- Parents and students are required to co-operate with any investigation and assist the school in resolving any issues and restoring, as far as is practicable, the relationships of the parties involved as quickly as possible;
- Where appropriate, the School may ask parents of students involved to attend a meeting to explore resolution of any problems
- Take a calm, unemotional problem-solving approach when dealing with incidents of alleged bullying behaviour reported by pupils, staff or parents;
- All interviews will be conducted with sensitivity and with due regard to the rights of all pupils concerned.

### **Support program for working with bullied students**

- The school will work closely with parents to ensure that any student affected by bullying behaviour has the necessary supports.
- Teachers will seek to ensure that students do not have negative experiences because they reported bullying.
- Senior students will work to support junior students who have suffered from bullying.
- Class teachers will organise activities to help the student grow in confidence and self-esteem.
- Group work will be monitored so that it is also an opportunity for growth in self-esteem.
- Counselling may be recommended to parents where relevant for students needing this help because of a bullying incident.

In determining whether a bullying case has been adequately and appropriately addressed the relevant teacher must, as part of their professional judgement, take the following factors into account:

1. Whether the bullying behaviour has ceased;
2. Whether any issues between the parties have been resolved as far as is practicable;
3. Whether the relationships between the parties have been restored as far as is practicable; and
4. Any feedback received from the parties involved, their parents or the school Management Team
5. Where a parent is not satisfied that the school has dealt with a bullying case in accordance with these procedures, the parents will be referred, as appropriate, to the school's complaints procedures. In the event that a parent has exhausted the school's complaints procedures and is still not satisfied, the school will advise the parents of their right to make a complaint to the Ombudsman for Children.