

Escola Internacional São Lourenço

Anti-Bullying Policy

Introduction:

This policy is one of several that contribute towards the delivery of the School Mission Statement.

Detail:

Bullying is unacceptable in any form. All children have a right to an education free from fear, harassment or degradation. Bullying is a problem for both the bully and victim alike. The best outcome will follow when the school can work with parents to address concerns about bullying behaviour and victimisation. (It must be noted that there is an increase in bullying via the internet e.g. MSN, mobile phones etc and that this trend needs to be carefully monitored.)

Definition:

Behaviour by one person or group intended or perceived to cause hurt, pain, suffering, humiliation or degradation to another person or group.

Scope:

Incidents of bullying which occur on school premises will be dealt with in accordance with the anti-bullying policy. The school is, however, concerned about pupil's/students conduct and welfare outside the school and will address issues that come to light from other sources.

Prevention:

The school has a zero-tolerance attitude to bullying. All staff have a responsibility for dealing with this problem. Children will have their awareness of the issue raised at a number of levels and be informed of school's expectations about the unacceptability of bullying and what to do if they experience or are aware of bullying by others.

Parental Involvement:

The school recognises the important part parents/carers play in supporting their children and promoting change. The school welcomes the active involvement of parents (of both victim and bully) in bringing this problem under control. Parents/carers will be kept informed of any concerns the school has about their children in relation to this issue.

Implementation:

All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded.

POST INCIDENT RESPONSES:

For the victim:

Protection; sympathy/empathy/counselling and advice on how to avoid future incidents; mediation, where appropriate, and support.

For the bully:

Reinforcement that behaviour is unacceptable; proportionate use of fairly and consistently applied sanctions (possibility of exclusion for serious cases); advice and instruction on how to behave better; reinforcement and support for improved behaviour.

Procedures:

- When an incident of bullying is reported, action should not only be taken, but be seen to be taken. The most important step is to assure the victim of support. All incidents should be logged on an incident form and placed on the file of the victim and the bully (or bullies). Even minor incidents may add up to a pattern of harassment. Students who feel that they are consistently being picked on can be encouraged to keep their own log of events.
- When a major problem has occurred, each person involved in the incident should write an account of what has happened. It is advisable at this point to keep the victim and the aggressor separate.
- Parents will be informed of the situation in writing.
- If a punishment is applied, it must be made clear to the bully why this action has been taken and parents informed as soon as possible.
- There is much evidence to suggest that peer counseling is an effective way of educating bullies. Where this is felt possible, the bully and victim may be brought together, the latter explains how it feels to be bullied and the former explains why they are behaving in this way. The school also has a 'Learning Ear' service run by trained Sixth Formers who can support those pupils and students being bullied.
- Repeated or serious bullying should be brought to the attention of the Headteacher and, where he deems it proper, to the Governors who may take appropriate action.
- Bullying outside school is often dealt with by the school if the incident has occurred on the way to or from school and all participants are our pupils or students.
- If remedial action is not effective and bullying persists, parents will be informed that another offence will result in the exclusion of the child from the school. This will be confirmed in writing.
- If a child is excluded from the school because of bullying then parents will have the right to appeal to the Board of Governors (in writing and within one week of the exclusion) whose decision will be binding.

Monitoring/Evaluation:

Annual report to Governors: Any adjustments to the policy agreed and parents/carers and children informed.