



مدرسة النور اللبنانية

Annour Lebanese Community School

Annour Lebanese Community School Anti-Bullying Policy

ANNOUR LCS ANTI-BULLYING POLICY

Annour LCS aims to provide a nurturing educational environment, where every child achieves their full potential and develops a lifelong love of learning. Annour LCS is committed to providing a caring, friendly and safe environment for all pupils.

1 Introduction

Definition of Bullying: **'Behaviour by an individual, or a group, repeated over time that intentionally hurts another individual either physically or emotionally'**

Child-friendly explanation: **Bullying is when one child, or a group of children, keep doing things or saying things that deliberately hurt or upset others.**

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting
- **Verbal:** name calling, sarcasm, spreading rumours, teasing, offensive comments
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Racial:** racial taunts, graffiti, gestures, bringing racist materials into school, refusal to cooperate because of religion, language or ethnic background, ridiculing due to cultural differences
- **Sexual:** unwanted physical contact or sexually abusive comments
- **Cyber:** Misuse of all social media including areas of internet such as email and internet chat rooms
- **Mobile:** mocking, teasing or commenting by text messaging and calls, misuse of associated technology, i.e. camera and video facilities

It is important to understand that children do have occasional arguments or make the occasional joke, but this does not necessarily constitute bullying. Children do sometimes argue, fight or say things because they are upset. It is an important part of a child's development to learn how to deal with peer group relationships.

We aim to teach that bullying is wrong and damages others. We therefore do all we can to prevent it. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear to every person that they have a responsibility to prevent bullying in our school.

We aim to continually monitor the effectiveness of our anti-bullying policy and amend it if necessary.

2 The prevention of bullying

We aim to prevent or minimise bullying by:

- making it clear that bullying is not acceptable in our school or in wider society
- promoting and rewarding positive behaviour in line with our school behaviour policy
- promoting our six core values - kindness, respect, tolerance, perseverance, fairness and cooperation
- Providing opportunities within the curriculum to promote positive relationships and to raise awareness of bullying.
- Encouraging children to feel safe talking about bullying and to tell someone they trust

if they think they are being bullied. If the bullying continues, they must keep on letting people know

- encouraging children to tell someone they trust if they know about another child being bullied
- involving parents when any children are bullying or being bullied
- ensuring good supervision of areas where bullying may occur e.g. playground, corridors, toilets

3 Dealing with bullying

When bullying is alleged:

- We will listen to the child (or from a parent or staff member).
- We will take a timely statement from the child and confirm with him/her that it is factually correct
- We will investigate the incident, speaking to the child who has been harmed as well as the alleged harmer and any other individuals who may be able to give details of the events leading to the report
- We will log the incidents and any notes taken during the investigation
- We will ensure that the whole staff team are aware of the allegations, so measures can be put in place to prevent reoccurrence.
- We will safeguard the child who has been harmed and put measures in place to prevent the harmer from engaging in further bullying. We will protect any other children who may be implicated

If it is deemed that bullying has taken place:

- The incident will be recorded by staff as an incident of bullying.
- parents of the harmer will be informed and will be asked to meet in school to discuss the events
- parents of the child who has been harmed will be notified and invited to meet in school to discuss what measures are being put in place to safeguard their child
- Intervention will be planned, involving the school's inclusion team.
- in accordance with our school behaviour policy sanctions will be given to the harmer
- Restorative approaches will be used. With the cooperation of all concerned, the school will work through the restorative process in order for the harmer/s to take responsibility and offer reparation
- Staff will monitor the situation regularly. Time will be allocated for reviewing progress with the harmed and harmer

4 The role of the Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying policy and to ensure that all staff are confident in dealing with incidents of bullying
- The Headteacher will ensure that all children know that bullying is unacceptable and will frequently remind the children about what actions constitute bullying and how to report them.
- The Headteacher ensures that all staff receive regular training to help them implement the school behaviour policy, so they are confident to react appropriately to any incidents of bullying.
- The Headteacher sets the school ethos of mutual support and praise for success, thus making bullying less likely.

5 The role of the class teacher and support staff

- Staffs aim to support all children in their class and to establish a culture of trust and respect. By praising, rewarding and celebrating the success of all children we hope to prevent bullying.
- Staff in our school take all forms of bullying seriously and will intervene to prevent incidents from happening.
- Teachers will keep written records of any incidents that happen in their class as well as any they have been made aware of in the school. A separate behaviour log book is kept by the Headteacher and Leadership team which records specific details about any incidents. These records are monitored regularly.
- If a member of staff witnesses or suspects an act of bullying at the school, they report it immediately to a member of the Leadership team.
- All staff attend training, which enables them to implement the school behaviour policy, so they are confident to react appropriately to any incidents of bullying.

6 The role of parents

The school relies upon parents to support their child in keeping the school rules by adhering to the school's behaviour and anti-bullying policies. They also play a vital role in encouraging their child to speak to a member of staff as quickly as possible if they are worried or feel unsafe.

- If a child alleges bullying to a parent, or if a parent is concerned that their child is or might be experiencing bullying, or suspect that their child may be a perpetrator of bullying, the parent must contact their child's class teacher immediately, so the school can work quickly with the parent and child to tackle any issues.
- If a parent is unsatisfied with the response to their concern, they should contact the Headteacher.

7 The role of pupils

- Pupils are always encouraged to tell someone they trust if they are being bullied.
- If the bullying continues, they must keep on letting people know.
- pupils are also expected to demonstrate intolerance for bullying by reporting (anonymously if need be) the bullying of others

8 Other policies

This policy should be read in conjunction with the Annour LCS Behaviour Policy, the Home-School Agreement and the Parent Code of Conduct. Bullying may raise safeguarding issues and therefore, this policy should also be read in conjunction with the school's Safeguarding Policy and Practice documents.

MONITORING

This policy will be reviewed every two years.

Reviewer: Leadership team.

Date: April 2019

Review date: September 2021