



Kuwait National English School

Anti Bullying Policy

Statement

Kuwait National English School has a Zero tolerance policy for bullying of any kind. The School regards bullying as particularly serious and firm action will always be taken against it. This policy is provided to parents / guardians via the School Website and is available and known to all staff and students in the school.

The Policy aims to support the Safeguarding and Child Protection Policy and encompasses the UK Ministry of Education initiative “Keeping Children Safe in Education”.

Aims

The aims of this Policy are to provide students with a safe and secure environment and to produce a consistent response by the school to any bullying incidents that may occur.

Policy

Definition of Bullying

Bullying is aggressive or insulting behaviour by an individual, or a group of individuals that intentionally sets out to hurt or harm another individual or group of individuals. The

hurtful behaviour may be repeated over a period of time and, if allowed to continue in the social context of a school, can become an established and accepted form of behaviour. Thus making it extremely difficult for victims to defend themselves. It can take various forms:



- Physical – for example fighting, damaging or hidings someone’s clothes or belongings
- Psychological – for example, excluding someone from a group, activity or place; aggressive name-calling; cyber bullying (i.e. via social networking websites, telephone calls, text messages, photographs or emails), or unpleasant remarks or actions related to any of the following:
 - Race, religion or culture
 - Inappropriate social behaviour (talking to or touching someone in a sexually inappropriate way)
 - Gender
 - Disability
 - Intellectual or other abilities

Any behaviour that a reasonable bystander would consider as calculated or intended to hurt to upset the victim is wrong and may well constitute bullying. It cannot be justified if the bully says or believes that the victim is not upset or hurt by his/her actions or words. Sanctions of any kind against a student are the responsibility of staff alone (in conjunction with parents), and no other students.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, clinging or staying close to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be encouraged to report bullying or intimidating behaviour in school.

Anyone may be at risk of being bullied, even and adult, but children are particularly at risk. The school recognizes that bullying often takes place out of school, but the fear generated has a significant effect on the right of each young person to feel safe.

Equally, we recognize that students seldom admit to being the victims of bullying, as they are afraid of reprisals or being accused of being and informer.



Preventing Bullying: A Whole School Approach

The school will promote positive values of mutual respect and concern in a wide range of contexts, from assembly and tutorial time to informal discussions. Teachers will cover the topic of Bullying in the Personal, Social, Health and Emotional education (PSHE) strand of the curriculum. They will also remind students at the start of each term of their responsibility to ensure that bullying does not occur and to talk to a member of staff if they witness, suspect or experience bullying.

As a community, we recognize that bullying can become endemic unless a proactive stance is taken. We therefore undertake to:

- Supply all students with age-appropriate guidelines on bullying which will help them identify whether they are being bullied, recommend coping strategies and offer a framework for support and advice.
- Address the topic at an early stage within the framework of the Personal, Social, Health and Economic education programme and by the development of generic coping strategies, to better equip young people to deal with the issues around bullying and become confident to seek help if they suspect bullying.
- Ensure that adults in school are aware of any potential issues and fully understand the systems for dealing with cases reported to them;
- Take every accusation seriously
- Deal with allegations and issues of bullying at the senior level by informing the Designated Safeguarding Lead and maintaining scrupulous records of incidents and action taken.

- Remain flexible in responding to situations, as each will be individual and unique.
- Remember that punishment does not necessarily cure a bully.
- Operate on the guiding principles that each young person has the right to feel safe and secure.



- Regularly consult with students and staff to gain an accurate picture of the degree of bullying within the school
- Identify “vulnerable” children and students as early as possible in their school careers, and provide support in raising their self-esteem and confidence.

All members of staff at Kuwait National English School are expected to help to create an atmosphere in which bullying will be spoken of openly, taken seriously and responded to with appropriate action. Any student who is being bullied should tell his or her parents, and preferably his or her class teacher or another member of staff. It is important that any cases of bullying are reported to someone whom the victim feels confident to talk to.

Staff awareness will be raised through discussion in staff meetings, action taken to reduce the risk of bullying at times of the day and in places where it is likely to occur. Staff will also have annual Safeguarding training which will include identifying bullying and responding appropriately.

Liaising with Parents / Guardians

The school will keep parents / guardians informed if and when it may be dealing with a significant bullying situation. Parents / guardians are asked to let the school (normally the class teacher) know directly if they have cause for concern, either on behalf of their own children or because of rumours about others.

Investigating incidents of Bullying

In the event of an instance of bullying being observed or reported, school staff will ascertain the facts from the victim, alleged perpetrator and witness (es).

A record will be made of who was involved, what happened, when and where, and this will be passed to the Designated Safeguarding Lead who will liaise with Senior staff.

The person who makes the initial record is responsible for ensuring that the appropriate



member of staff (Designated Safeguarding Lead) receives a record of the incident promptly. They will record incidents of bullying in a file kept in DSL office.

The Designated Safeguarding Lead will monitor this file at least monthly to identify patterns of any incidents, both in relation to individual students and across the school as a whole.

Resolving the Incident after an Investigation.

Once investigated, the school will make every effort to resolve the problem by seeing all students involved. The school will seek to support the victim and change the behaviour of the bully or bullies. Students who are being bullied will be supported and students who may bully others will also be given suitable help and guidance.

Sanctions

For all incidents of bullying, disciplinary sanctions will normally be applied, and this may extend to suspension, required removal or, in the gravest cases of severe or persistent bullying, expulsion.

Application of the Policy

This policy in respect of all dealings between members of the school, which in the opinion of the school impact, or may impact, upon their conduct at the school or upon its reputation. The Policy is carried out in conjunction with the School's Behaviour Policy and the Safeguarding and Child Protection Policy.