



Anti-bullying policy

Introduction

All people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting people's well-being, behaviour, academic and social state.

At Interactive English Language School Ltd, we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere free from oppression and abuse.

Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated. All pupils should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. We are a TELLING school.

This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

What is bullying?

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008) Bullying generally takes one of four forms:

- Indirect being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal name-calling, teasing, threats, sarcasm
- Cyber All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging
- Mobile threats by text messaging & calls
- Misuse of associated technology, i.e. camera and video facilities
- Although not an exhaustive list, common examples of bullying include:
 - Racial bullying
 - Homophobic bullying
 - Bullying based on disability, ability, gender, appearance or circumstance

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect.

Students who are bullying need to learn different ways of behaving.

This school has a responsibility to respond promptly and effectively to issues of bullying.

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Objectives of this policy

- All directors, teaching and non-teaching staff, and students should have an understanding of what bullying is
- All directors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All students should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Students should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Implementation

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to a director
- The director will interview all concerned and will record the incident
- Punitive measures will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, police will be consulted

Students

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the student
- Offering continuous support
- Restoring self-esteem and confidence

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Permanent exclusion

The school will raise the awareness of the nature of bullying through inclusion in teaching materials, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.



Prevention

The following are used to help raise awareness of and prevent bullying:

- Inclusion of the school's Racial and Sexual Discrimination and Harassment policy in the Students' Guide
- Inclusion of terms of behaviour in the terms and conditions signed by students

Signs and symptoms

Many people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Staff should be aware of these possible signs and should investigate if a student:

- begins to miss classes
- becomes withdrawn anxious, or lacking in confidence
- begins to suffer academically
- has possessions which are damaged or "go missing"
- has unexplained cuts or bruises or shows signs of being in a fight
- becomes aggressive, disruptive or unreasonable
- is frightened to say what's wrong
- gives unlikely excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.