



Rashid School for Boys

Respect and Kindness ♦ Always Learning ♦ Ready for Leadership

Anti-bullying Policy

▶ Policy Summary

To safeguard students by having a policy that raises awareness about bullying and have procedures in place to identify bullying, reduce bullying and respond in an effective way to any incidents of bullying. The policy also covers e-safety, record keeping and communication with parents.



RSB Anti-bullying Policy

Introduction

At Rashid School for Boys we are committed to providing an environment where all students feel safe and protected from harm by others and we promote an ethos of mutual respect and tolerance for all.

All schools contain some students with the potential for bullying behaviour. We understand that bullying does occur and have a clear set of guidelines in place that recognise bullying as being anti-social and unacceptable. This document will explain how the school will deal with bullying behaviour, bullying complaints and the provision of intervention.

The policy is supported by other school documents, such as:

School aims: 'to develop a tolerance, understanding and respect for others'

RSB Values: 'showing empathy and sensitivity', and

'showing respect and kindness to family and friends'

Home School Partnership:

'Inform a teacher if I feel sick, hurt or bullied', and

'Help and be a good friend to others'

Aims of the policy

- To ensure that all students parents and staff are aware of the policy and their roles and responsibilities in contributing to its implementation.
- To raise awareness of bullying as a form of unacceptable behaviour with the school leadership team, teachers, students, parents and guardians.
- To have procedures for noting and reporting incidents of bullying behaviour.
- To have procedures for investigating and responding to incidents of bullying behaviour.
- To create a school ethos that encourages students to disclose incidents of bullying behaviour.
- To create an emotionally safe environment where positive relationships can develop.
- To monitor and evaluate the effectiveness of this school policy on anti-bullying behaviour.

Defining bullying

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both children who are bullied and who bully others may have serious, lasting problems.

<http://www.stopbullying.gov>

Bullying may include:

- Physical – hitting, pushing, tripping, spitting, prodding
- Emotional – being unfriendly, excluding,
- Social – spreading rumours, extortion, stealing possessions
- Sexual – touching, making sexual threats, sexual attacks
- Racial – name calling, gestures.
- Verbal – teasing, name calling, insulting family, swearing or ‘bad words’
- Social media – Twitter, Facebook, Snapchat, emails, SMS

Bullying can affect everyone – those who are bullied, those who bully and those who witness bullying. The impact of bullying may be manifested by depression and anxiety, changes in sleep and eating patterns, loss of interest in activities they used to enjoy and decreased academic achievement.

What we do to educate and inform students and parents

It is the responsibility of all members of the school community; staff, students and parents to understand and follow this policy.

Within the curriculum the anti-bullying policy is supported through teaching and learning:

- in our PSHE lessons in Primary and through Form Periods in Secondary
- by the Islamic Studies curriculum throughout the school
- through computing we give guidance regarding cyber-bullying and e-safety
- with awareness raising campaigns such as ‘Debug’ and poster competitions
- by continued and frequent reference to our Golden Rules and core values of respect and kindness
- guest speakers and visitors to the school

With parents, we raise awareness through:

- the Home School Partnership
- parents’ days and meetings
- discussion with individual parents
- our school website

Action to be taken if bullying is suspected

Teachers will respond to all incidents of bullying in order to send a clear message that it is unacceptable. Different responses may be appropriate depending on the nature and degree of bullying. The bullying test identified below will be used initially to determine if the incident is primarily bullying and if so the broad nature of the response.

STEP 1: The Bullying Test - Teacher asks, 'does the incident involve',

- teasing or aggressive words or actions
- which are unprovoked
- and intended to hurt, harm or frighten

If the answer is yes to **all** of the above then it is bullying. If it's not a bullying incident it could be:

- Conflict - may require conflict resolution
- Discipline - may require Class Teacher, Form Tutor, Coordinator or Leadership
- Learning - may require Learning Support

STEP 2: The Level Test - What level of seriousness is the Bullying incident? (high/low)

Low Level

- victim is not typically teased and/or
- bully is not a repeat offender and/or
- bullying behaviour appears less harmful

High Level

- victim is often harassed and /or
- bully often engages in such behaviour and/or
- bullying behaviour is causing distress or harm

STEP 3: The Response, (SSS or RRR Strategy)

If the incident is **Low Level** the teacher will use the SSS strategy

- Spell it Out - what this behaviour is (Bullying) and what's wrong with it
- Signal - what will happen next time (indicate consequences)
- Support - the bullied student

If the incident is **High Level** the teacher will use the RRR strategy

- Respond - reprimand and issue consequence
- Report - use the incident report system
- Refer - bully and/or victim, to Class Teacher, Coordinator or a member of the Leadership Team.

STEP 4: Disciplinary

Steps - High Level

Actions by Secondary Year Group Coordinator or Head of Primary may include:

- Informing the bully's (and victim's) parents
- Exclusion from break periods and/or lunchtime
- In-school suspension
- Suspension from school

STEP 5 What happens next? The follow-up

- Contact victim's and bully's parents
- Coordinator, class teacher, form teacher or school leaders will work with bully, victim and bystanders to ensure there has been an improvement in the situation.
- In school or external counselling for the bully and/or victim
- Follow-up with victim's parents

Monitoring and measuring the success of the policy

Our incident reporting system will be used to monitor any reports of bullying, and these records will be used to analyse trends in reports of bullying.

These records, along with student and parent surveys, will be used to help review, refine and develop the policy in the future.

Appendices

Appendix 1 Application of the Policy: Rights and Responsibilities

Appendix 2 Bullying Level Test Flowchart

Appendix 3 Anti-bullying guide to parents

Appendix 4 Cyber-bullying and e-safety guidelines

Application of the Policy: Rights and Responsibilities

School Staff	
It is our right to...	Our responsibilities are to...
have access to a clear anti-bullying policy that is reviewed on a yearly basis	provide access to the anti-bullying policy to all members of the school community, via the school website
be consulted regarding procedures concerning anti-bullying	involve staff, parents and appropriate UAE approved agencies, in supporting the procedures instigated across the school
work within a professional staff that are aware of and follow the guidelines within the policy	ensure that the staff work within the guidelines and implement the policy; modelling anti-bullying attitudes and behaviour
have access to clear guidelines and steps to follow for intervention to prevent bullying	provide intervention for those who bully others
support and guidance from relevant senior members of staff	listen and respond to reports of bullying, provide support and refer as needed to appropriate staff member
have access to resources and schemes of work to deliver an effective PSHE curriculum	use the PSHE curriculum to discuss all aspects of bullying; including cyber bullying, and the appropriate way to behave towards and respect each other
have access to a clear set of values shared with all members of the school community.	support the RSB values of Respect and Kindness; showing empathy, sensitivity and being tolerant and fair.

Parents and Guardians	
It is our right to...	Our responsibilities are to...
have access to a clear anti-bullying policy that is reviewed on a yearly basis	encourage my child to report any incidents of bullying to their class teacher or an alternative, other appropriate staff member.
be consulted regarding procedures concerning anti-bullying	be present at meetings that I may be requested to attend
be informed if my child is involved in any incidents involving bullying	listen and respond to reports of bullying from my child and report as needed to an appropriate staff member. Do not call the child's parents
be given updates regarding any serious incidents concerning my child if he is involved in a bullying related issue	work with the school to resolve bullying issues by attending any necessary meetings and using the home school diary to communicate any concerns.
know that my child is supervised appropriately at all times while in school to ensure his safety	ensure that my child knows that bullying is wrong and they have a right to attend school without fear
be sure that my child has access to a safe and supportive school environment	encourage my child that bullying is wrong and that any child can be a bully; including those that are successful and popular
be made aware of the RSB values of Learning, Leadership and Respect.	support the RSB values of Respect and Kindness; showing empathy, sensitivity and being tolerant and fair in the home and encourage your child to exercise these values in all contexts.

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Students	
It is our right to...	Our responsibilities are to...
have responsive and sensitive staff members who are available to listen to any concerns	report any incidents of bullying (towards myself or others) to my class teacher or an alternative, other appropriate staff member.
have safe, supervised areas within the school that I can spend my breaks and lunch times in	if I am getting bullied, tell the bully to stop, try to stay away from the bully, seek help by talking to someone that I trust. Stay with friends that I trust
opportunities to share concerns and have informal conversations with peers	support my class mates who are victims of bullying and encourage them to speak out
feel respected by all members of the school community	show respect for all members of the school community; tolerating and accepting individual differences
attend school without fear.	not get involved in any incidents that may be perceived as bullying or intimidation of another student
be made aware of the RSB values of Learning, Leadership and Respect.	support the RSB values of Respect and Kindness; showing empathy, sensitivity and being tolerant and fair at school and in the home.



RSB Anti-bullying Policy

Guidance for Parents, Guardians and Families

Introduction

At Rashid School for Boys we are committed to providing an environment where your son feels safe and protected from harm by others and we promote an ethos of mutual respect and tolerance for all.

What is bullying?

All schools contain some students with the potential for bullying behaviour.

Bullying may include:

- Physical – hitting, pushing, tripping, spitting, prodding
- Emotional – being unfriendly, excluding,
- Social – spreading rumours, extortion, stealing possessions
- Sexual – touching, making sexual threats, sexual attacks
- Racial – name calling, gestures.
- Verbal – teasing, name calling, insulting family, swearing or 'bad words'
- Social media – Twitter, Facebook, Snapchat, emails, SMS

Bullying can affect everyone; those who are bullied, those who bully and those who witness bullying. The impact of bullying may show itself as depression and anxiety, changes in sleep and eating patterns, loss of interest in activities they used to enjoy and decreased academic achievement.

What we will do to help your son

To keep you informed and to help prevent bullying, we will:

- Have an annually reviewed anti-bullying policy as an important part of our school curriculum
- Ensure that levels of supervision in the school are high and appropriate for the ages of the students
- Act promptly and fairly if we become aware of any bullying incidents
- Inform you if your son is bullied, and let you know what action we have taken
- Give you updates regarding any serious incidents concerning your son
- Listen and respond to any concerns that you raise with the school concerning bullying



What we ask you to do

Your role is a very important one, as bullying can take place in or outside the school. It can be that, as a parent, you may become aware of a change in your son's behavior, emotions or attitude before we do. Please act on this and contact the school immediately, rather than waiting for things to improve.

We ask you to:

- listen and respond to reports of bullying from your son, and contact the school if you have any concerns
- make sure that your son knows that bullying is wrong and they have a right to attend school without fear of being bullied
- take an interest in your son's interests out of school and know who he is socializing with. Monitor his activities on social media, as incidents of bullying on social media are increasing
- encourage your son to report any incidents of bullying to his teachers or trusted adult in school, such as the school nurse
- work with the school to resolve any bullying issues by attending any necessary meetings
- support the RSB values of Respect and Kindness; showing empathy, sensitivity and being tolerant. Encourage your son to show these values in all contexts.



Rashid School for Boys

Policy on Cyber-bullying

What is Cyber-bullying?

Cyber-bullying is *“the use of information and communications technology, particularly mobile phones and the internet, deliberately to upset someone else”*

Given the particular nature of this form of bullying and the fact that the victim and bully do not have to be in close proximity for the bullying to take place, tackling cyber-bullying can present particular challenges. However, the scale and scope of its impact can be great.

The cyber-bully has a long reach and can easily carry out 'cyber-stalking'. The bullying can also be more intense, '24/7', and defamatory material can be easily published to a wide audience.

The particular forms of cyber-bullying can include any of the following:

- Harassment or cyber-stalking
- Defamation or vilification
- Impersonation
- Unauthorised publication of private images
- Manipulation
- Peer rejection

Technology allows the user to bully anonymously or from an unknown location, twenty-four hours a day, seven days a week. Cyber-bullying leaves no physical scars so it is less evident to a parent or teacher, but it is nevertheless highly intrusive and the hurt it causes can be very severe.

Teaching e-safety

Within the Primary and Secondary Sections, IT and Computer teachers will teach our students to be '**SMART**', as described by Childnet International www.childnet-int.org

Safe

Keep safe by being careful not to give out personal information when you're chatting or posting online. Personal information includes your email address, phone number and password.

Meeting

Meeting someone you have only been in touch with online can be dangerous. Only do so with your parents' or carers' permission and even then only when they can be present. Remember online friends are still strangers even if you have been talking to them for a long time.

Accepting

Accepting emails, IM messages, or opening files, pictures or texts from people you don't know or trust can lead to problems – they may contain viruses or nasty messages!

Reliable

Someone online might lie about who they are and information on the internet may not be true. Always check information with other websites, books or someone who knows. If you like chatting online it's best to only chat to your real world friends and family

Tell

Tell your parent, carer or a trusted adult if someone or something makes you feel uncomfortable or worried, or if you or someone you know is being bullied online.

Dealing with Cyber-bullying

Cyber-bullying, is bullying; therefore the actions for reporting, supporting and preventing this type of bullying are the same as those steps included within the school's Anti-bullying Policy. This document forms an appendix to this policy.