



## 1. Purpose

This policy provides a statement of the school's commitment to provide a safe and happy environment for all the community.

## 2. Scope

The policy applies to all schools.

## 3. Definitions

Bullying is behaviour that deliberately makes another person feel uncomfortable, distressed or threatened. Bullying may be repeated over time. Bullying makes those being bullied feel powerless to defend themselves.

While there is no single definition of bullying, there are three characteristics that are included in most definitions:

- The behaviour is intended to cause distress.
- The behaviour is repeated.
- There is an imbalance of power between the perpetrator/s of bullying and the target/s.

## 4. Policy statement

Doha British School (DBS) believes that the wellbeing of every pupil is important. The school takes a strong stance against bullying, recognising that:

- bullying hurts;
- everyone has the right to feel welcome, secure and happy;
- all people should treat everyone else with respect;
- people who are bullying need to learn different ways of behaving.

DBS will not accept any type of bullying including:

- Indirect: being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags).
- 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 message & calls.
- Misuse of technology: e.g. camera and video facilities.

Although not an exhaustive list, other examples of bullying behaviour not tolerated by the school are actions directed against any difference or perceived difference including racial bullying, homophobic bullying or bullying based on disability, ability, gender, appearance or circumstance.

The school commits to using some or all of the following to help raise awareness of and prevent bullying:

- Implementing the school Code of Conduct for pupils;
- Raising awareness of bullying through tutor or class group time activities, PSHE and a whole school approach to 'Anti-Bullying Week';
- Using art, drama or music to reinforce awareness;



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- Assemblies to be based around the school ethos e.g. valuing diversity;
- Involving the Student Council in the topic of the prevention of bullying;
- Ensuring that related reading material is available in the school library and is age appropriate.

## Response to bullying

All reports of bullying will be taken seriously and will be followed through using DBS' Anti-bullying Procedure. Records of bullying will be recorded in the files of all involved.

Parents will be kept informed of the outcomes of investigations of bullying and of subsequent actions.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of the bullied pupil's choice;
- reassuring the pupil that they have done the right thing by making a report and that the school will respond;
- offering continuous support, including that of the School Counselor as necessary;
- working to restore self-esteem and confidence.

Pupils who have bullied others will be helped by:

- discussing what happened;
- discovering why they became involved;
- exploring different perspectives as appropriate;
- establishing what the hurtful behaviour is and the need to change;
- informing parents or guardians to support change in the pupil.

If a pupil found to be bullying fails to respond to support then sanctions will be applied and may lead to permanent exclusion from the school.

## 5. Roles and responsibilities

The Principal is to:	<ul style="list-style-type: none"> <li>• assume overall responsibility for the implementation of this policy.</li> </ul>
Heads of School are to:	<ul style="list-style-type: none"> <li>• ensure the dissemination of this policy during the induction period for new academic staff.</li> </ul>
The Assistant Head for Student Welfare and the Assistant Heads: Key Stage / EYFS are to:	<ul style="list-style-type: none"> <li>• supervise and ensure the day to day application of this policy and the associated procedure.</li> </ul>
Teachers are to:	<ul style="list-style-type: none"> <li>• Implement this policy and the associated Anti-bullying Procedure.</li> </ul>

## 6. Related documents

Anti-bullying Procedure  
E-safety Policy  
Behaviour Procedure  
Pupil Exclusion Policy