

VISION

To create an outstanding British international school which empowers all students to embrace learning, achieve their best, and promote their intellectual, emotional, social and physical wellbeing.



PEARLING SEASON INTERNATIONAL

Antibullying Policy

To create a community of learning within a safe, secure and happy environment where our children are motivated, challenged and supported in all they do. Our passion for learning and teaching will inspire our students, as will our warmth, humanity and transparency. Student achievement will be limitless, and they will leave with the confidence and capability that will equip them for every facet of adult life as a global citizen.

MISSION

Policy Date:	August 2019
Revised:	Mrs Rebecca Cruickshank
Review Date:	October 2021
Person Responsible:	Mr Clive Shepherd



Pearling Season International School Anti-Bullying Policy

Every child has the right to enjoy school and every adult working at the school, the right to work in a safe and secure environment also. This policy supports the school's aim in ensuring that all students and all adults are free to learn and operate in an environment that is safe, supportive and caring. It sets out the definitions of bullying and defines the procedures that staff and students should follow where incidents arise.

Definition of Bullying

Bullying is a form of anti-social behaviour and is recognized as deliberate, hurtful behaviour which is repeated over a period of time and hurts, injures, threatens or frightens and individual. Such behaviour includes:

- Verbal bullying e.g. name calling, insulting another person, and writing making real or perceived threats.
- Written bullying e.g. all forms of verbal bullying as above when in notes, online or in any electronic format or social media platform
- Physical bullying e.g. hitting, stealing / concealment of property, damaging property.
- Emotional bullying e.g. can be any of the above and also may include behaviour such as spreading rumors, gesturing, deliberate comments on family, pressurized or teased by others, intimidation.

Statement

Bullying is not and will not be tolerated at **Pearling Season International School**. Bullying may include deliberate comments or actions pertaining to race, colour, culture, gender and ethnicity. It may relate to inclusion, ALN/SEN / EAL / G&T / disabilities as well as physical appearance and inappropriate references to gender, family and home circumstances. Any reports of bullying will be taken seriously with confidentiality and sensitivity being essential in all reported cases.

All staff will take every measure possible to prevent all forms of bullying. All staff will ensure that a culture and climate pervade in the school that encourages students and staff to report cases of bullying, towards them or towards others. Students will be regularly informed and reminded that as well as their Form/ Subject Teachers they can report bullying to:

- Parents
- Friends
- The school Nurse
- The school Counselor
- Members of the reception and admin staff
- Any member of staff
- Any member of the school Leadership Team

Signs that a Student is being bullied:

This list is not exhaustive, but some indications might be:

- Loss of interest in school / or avoidance of school
- Unexplained and frequent illness that are minor e.g. headaches, tummy ache
- Unexplained loss of personal items
- Damage to personal property / uniform / books
- Loss of sleep / signs of undue stress and worry
- Mood swings and unexplained and sudden change in behaviour
- Unwillingness to communicate / self-isolation

Prevention of Bullying

Pearling Season International School will always strive for the prevention of bullying, rather than the reaction to it. We always aim to create an atmosphere in which every student feels safe and supported. This environment is supported by staff duty rosters, and playground supervision Rota with continual and expected normal presence of staff in corridor areas and strategies to achieve this include teacher supervision at break time on duty around the school.

We promote a culture where bullying would be an exception rather than a norm and one where students are not afraid to report and instances. Bullying as a topic is explicitly referenced in lessons and tutorial times. It is also covered through:

- Value Integrations.
- Assemblies.
- Rights and Responsibilities enrichment discussed during assemblies.
- After School Activities.

Dealing with Instances of Bullying

- If bullying is suspected or behaviour indicates that mannerisms could develop into or be interpreted as bullying, the class/subject teacher who notices the behaviour will deal with any incident immediately.
- The matter will be reported to the Head of Pastoral Care, it will be investigated by the Head of School, such is the seriousness that any report of this type of behaviour is taken.
- The school's Behaviour Policy should be read in conjunction with actions that the school will take in relation to instances of bullying.
- The school also recognizes, that though not excusing such behaviour, bullying may be an indication that there are problems in the life of the offender or is an indication that they themselves have been or are a victim of bullying.

- The school counselor will support students and will be involved in cases as deemed fit so as to support the whole of the school community.
- The School will follow the Behaviour Policy in terms of the consequences of unacceptable behaviour.
- Incident report will be prepared and developed by all concerned staff members.
- Parents involved will be contacted and face-to-face meetings will take place to keep them posted about the matter and how the school is following it up.
- Parents will be requested to sign the related agreements and documentations. We expect parental collaboration and support to stop any bullying cases within the school.
- If parents or the students do not show any interest to help the school stopping any form of bullying in school though all the forms of follow up and support are being provided from the school, the school management reserves its rights to forward the matter to the Ministry and stop the concerned student registration for next academic year as stated in the Behaviour policy.
- Severe bullying cases will be instantly referred to the Ministry to seek its approval in case of exclusion from school.

If another student is aware that bullying is occurring or might be occurring, we should encourage or students to have the courage to report the matter. Parents may also suspect such behaviour and they should contact the school also to support school policy and procedure.

Recording Instances of Bullying

Any instances of bullying will be recorded on student files. Cases of reported bullying will be analyzed termly and will inform review of policy and procedure.