

Aims of the policy:

The policy intends to fulfil the school's objectives to provide a safe environment for its students, promote the high standards of the school (in both behaviour and education) and achieve the standards laid out in our behaviour, child protection, safeguarding, equality, e-safety and acceptable use policies.

Aims of the policy also include:

- To demonstrate that the school takes bullying seriously and that it will not be tolerated
- To take measures to prevent all forms of bullying in the school and during off-site activities
- To support everyone in the actions to identify and protect those who might be bullied
- To demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying
- To encourage pupils to tell someone that they are being bullied
- This statement is designed to include students, staff and parents.

What does Jumeirah College consider 'Bullying'?

The school regards bullying as: *'Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace'.*

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can be related to race; religion or culture; SEN or disabilities; health conditions or appearance; sexist bullying and home circumstances. All bullying is unacceptable and will not be tolerated. This intolerance extends to adults as well as students.

Signs of Bullying

Pupils who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy. All staff should be aware of these possibilities and to report promptly any suspicions of bullying to the appropriate Head of Year.

Reporting a Bullying Behaviour

If being bullied, a student should report it to a member of staff, either their; Form Tutor, Subject Teacher, Pastoral Support, Head of Year or via Toot Toot. If another student is aware that bullying is occurring, they have an obligation to report it to an appropriate member of staff.

Anti-Bullying System

If a parent wishes to report an occasion of bullying, they should contact their son/daughter's Form Tutor or a member of the pastoral team. Parents have an important role in supporting the school in maintaining its high standards of behaviour. Consistent expectations between home and school are essential and it is vital that there is co-operation between the two.

Recording Instances of Bullying

Any incidences of bullying will be recorded on SIMS by the member of staff dealing with that incident. This information will then be attached to the relevant student's profile, so that any necessary staff can view the details and an accurate record of the individual's behaviour is kept. The number of bullying instances is analysed so improvements/declines in behaviour can be closely and effectively monitored.

Prevention of Bullying

The school strives for the prevention of bullying, rather than the reaction to it. Strategies to achieve this include SLT and teacher supervision at lunch and break time on duty around the school. In the classroom, all teachers are vigilant in their prevention of bullying. The school promotes an extremely high level of behaviour, achievement and morals as well as social awareness and respect. We pride ourselves on the well-mannered, polite, respectful, well-rounded individuals that leave the school, and our anti-bullying framework is designed to uphold this ethos.

This aim is best set out as in UK DfE Preventing and Tackling Bullying: ***Schools which excel at tackling bullying have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest.***

The school raises awareness of the anti-social nature of bullying through school assemblies, the School Council, use of tutorial time activities and in the national curriculum programmes of study as appropriate, for example, in PSE lessons.

Anti-Bullying System

Pupils will be taught to stay safe online, and prevention work addressing cyberbullying will be in place across the school. Staff will be trained to respond appropriately to any online or mobile incidents.

Dealing with Instances of Bullying

If bullying is suspected or reported the incident will be dealt with initially and immediately by the teacher approached. If necessary, the incident will be investigated by the relevant Head of Year. The details of the incident will be recorded. If a racial or prejudicial element to the bullying is suspected, the relevant Head of Year must be informed immediately. The Head of Year will determine in consultation with the Vice Principal the appropriate sanction. Any SEN or extenuating circumstances will be taken into account when dealing with the incidents.

Parents, as well as all staff and pupils, should know that Jumeirah College will not tolerate bullying, and takes a positive approach to educating pupils to combat it. Parents of pupils who are being

bullied and parents of the bullying student/s will be involved in the solution to the problem as appropriate by the relevant Head of Year in consultation with the Vice Principal. Any of the school's formal punishments can be used against bullies as appropriate. For persistent offenders or incidents considered as gross acts of aggression, a pupil could be permanently excluded and the local authorities may be involved. Where necessary, pastoral support will be given in order to help persistent offenders identify and stop any bullying behaviour in the future.

Bullying behaviour may be a sign of problems in the life of the perpetrator. Indeed many may have been bullied themselves. The school understands the support required by a bullied student will vary and is well equipped to deal with a wide range of needs e.g. College Counsellor, pastoral support, Sixth Form Peer Mentors, 'buddy' system. Learning messages arising from any instance of bullying will be shared with the year group as appropriate, for example, the role of the bystander.

Review of Policy

The School conducts regular pupil surveys – where the entire student population is surveyed - in order to gauge pupil opinion on behaviour, experiences of bullying, how bullying has been dealt with, etc. The outcomes from these surveys are closely analysed and areas where development is required are identified so that appropriate improvements can be made.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment.

The Vice Principal (Pastoral) has responsibility for bullying prevention.

Date for review: May 2020