



Tenby Schools
Tropicana Aman Campus

Policy	Safeguarding: Anti-Bullying Policy			
Approval Date:	September 2020	Next review:	<i>September 2022</i>	
Review Cycle:	24 months			
Scope	Whole Group	<input type="checkbox"/>	Whole School	<input checked="" type="checkbox"/>
	International Primary	<input type="checkbox"/>	National Primary	<input type="checkbox"/>
	International Secondary	<input type="checkbox"/>	National Secondary	<input type="checkbox"/>
Ownership:	Campus Principal	Approved by:	SLT	

1. Introduction

Safeguarding the wellbeing of our students is the first priority at Tenby International School, Tropicana Aman.

This Anti-Bullying Policy forms an essential part of our Safeguarding Policy Portfolio and demonstrates our commitment to ensure that our learners feel safe in our school. Tenby International School, Tropicana Aman takes the issue of bullying seriously. We aim to provide each learner with a safe learning environment in which they can:

- achieve their full potential for academic excellence and achievements in sports and the arts
- develop the values of compassion, responsibility and integrity
- become effective communicators, creative thinkers and independent learners
- and are emotionally healthy global citizens.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Every member of the school community is expected to abide by the 'Choose Respect Charter'. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. This policy reflects our commitment to reduce bullying.

2. Principles and Objectives

The objectives of this policy are to:

- clarify the School's position and procedures on dealing with bullying
- recognise, reduce and, wherever possible, eradicate instances in which learners or staff are bullied.
- establish appropriate means for dealing with bullying.
- promote strategies for dealing with incidents of bullying to all members of our community.
- raise awareness and allow learners to consider and discuss key issues through the curriculum.

In the implementation of this policy, we will ensure:

- All staff, students and parents should have an understanding of what bullying is.
- All staff should know what the School's policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the Academy policy is on bullying, and what they should do if bullying arises.
- We take bullying seriously.
- Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- All reports of bullying should be treated seriously and investigated. Such incidents must be investigated and reported. (see procedures below)
- Please also refer to Tenby International School, Tropicana Aman: Child protection Policy and Choose Respect Charter.

Definitions of Bullying

Bullying, both physical and emotional, is totally unacceptable. It can lead to worry, confusion and despair, as well as fear. It can undermine a student's self-value and impede his or her education.

Bullying is any repeated words or actions which are aimed at causing someone to feel frightened, miserable and helpless in school. It is sometimes defined as 'behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'

Bullying is:

- Deliberately hurtful
- Repeated over time
- Difficult for victims to defend themselves against
- Bullying behaviours can be:
 - Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
 - Physical: pushing, kicking, hitting, punching or any use of violence
 - Racist: racial taunts, graffiti, gestures
 - Sexual: unwanted physical contact or sexually abusive comments
 - Homophobic: focussing on the issue of sexuality
 - Verbal: name-calling, sarcasm, spreading rumours, teasing
 - Cyber: all areas of the internet, such as MS Teams, email & Internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology e.g. filming on camera phones
- Emotional- being unfriendly

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has lunch or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

- is nervous & jumpy when a cyber message is received

Procedures

All staff and students are encouraged to report incidents using the following systems:

- Form/Class teacher
- Key Stage Leader
- Campus Principal
- School Nurse
- Any member of staff in whom the student feels confident to invest their trust

Reporting

Tenby International School, Tropicana Aman is committed to acting promptly, consistently and sensitively. On receiving a complaint staff should log the incident using the Incident Report Form.

The relevant Key Stage Leader should be informed and if there are Child Protection implications the Designated Safeguarding Lead (DSL), Jane Kuok, Campus Principal must be informed.

Investigating

The relevant Key Stage Leader (or other person the Key Stage Leader deems competent) must conduct a thorough investigation of the alleged bullying incident. This will involve interviewing separately the victim, the perpetrator and witnesses.

A detailed, factual written record must be made of each interview which must be signed and dated by the witness and the interviewer.

Following a thorough investigation action can be taken as follows:

<p>The incident, although unpleasant and hurtful was a 'one-off' incident and was, therefore not strictly speaking a bullying incident (using the definition above). The offender was in the wrong, has hurt the victim and broken the Choose Respect Charter</p>	<p>Follow the schools Behaviour Policy</p> <p>Possible restorative meeting conducted between victim and perpetrator</p> <p>Possible referral to school counsellor</p>
<p>The incident was a genuine incident of bullying. It forms part of a pattern of deliberate and repeated hurtful behaviour towards the victim.</p>	<p>Referral straight to The Campus Principal and DSL who will between them decide the punishment and also the support to help the perpetrator change their behaviour.</p>

Range of Sanctions and Support Available

The school will always bear in mind, when sanctioning and supporting students that perpetrators are more likely than their classmates to suffer from low self-esteem, depression, and behavioural problems from early childhood and through primary school.

They are more likely to suffer from mental health problems later in life and are likely to be victims of bullying themselves. Our job is to teach students how to become better communicators and to develop respect.

A range of options are available these include:

- Support and counselling offered to both the victim and the perpetrator
- Recording and monitoring of incidents

- ATL report
- Withdrawal of privileges
- Restorative conferences
- Internal seclusion
- External exclusion (fixed term)
- Permanent exclusion

Prevention and Intervention

The school has adopted the Choose Respect Charter to which students and staff sign to agree.

The Whole School will:

- Promote International Mindedness
- Develop student leadership opportunities
- Join in with Anti-bullying week activities
- Promote pro- social behaviour through assembly

In classrooms we will:

- Develop supportive and inclusive classrooms
- Implement effective classroom behaviour management approaches that teach and encourage positive behaviours and address negative behaviours effectively
- Recognise and reinforce positive communication, empathy tolerance and social problem solving
- Promote the use of cooperative learning strategies
- Encourage help seeking and effective bystander behaviour \understand
- Teach understanding of cyber-bullying, including strategies for the promotion of cyber safety and positive cyber citizenship

In recreational spaces we will:

- Ensure there is a highly visible and active approach to supervision
- Offer a range of organised activities during break times that encourage positive peer relations and networks
- Provide developmentally appropriate unstructured playground activities and equipment
- Recognise and reinforce positive playground and pro-social behaviour

Staff Training

Staff will undergo annual Child Protection and Health and Safety training.