

**British Forces School Naples**

Anti-Bullying Policy

July 2022

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**Aims**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. 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. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Persistent bullying can severely inhibit a child’s ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life. At BFS Naples we wish to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore, this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

**What is Bullying?**

At BFS unkind or cruel behaviour is considered to be unacceptable behaviour. But not all unkind behaviour is bullying. The key characteristics that turn unkindness into bullying are:

* that it is repeated and goes on over time – it is usually persistent and is often covert;
* that it is deliberate and is a conscious attempt to hurt, threaten or frighten someone. It is not accidental;
* that it involves the person doing the bullying in having some sort of power over the person experiencing the bullying. Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others.

Bullying can take many forms which may include:

* Physical bullying which can include kicking, hitting, pushing and taking away belongings;
* Verbal bullying which includes name calling, mocking and making offensive comments;
* Emotional bullying which includes isolating an individual or spreading rumours about them;
* Cyber-bullying where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
* Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
* Sexual bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
* Homophobic and biphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
* Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as trans
* Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
* Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender

Rather than telling an adult, children may indicate by signs and symptoms that they are the victims of bullying. Adults should be aware of these possible signs and should investigate if a child:

* Changes in academic performance
* Appears anxious
* Regularly feeling sick or unwell
* Reluctance to come to school.
* Clothes/bags torn or damaged.
* Money/possessions going missing.
* Unexplained cuts and bruises.
* Unexplained behaviour changes, e.g. moody, bad-tempered, tearful. Unhappiness.
* Loss of appetite. Not sleeping. Loss of weight
* Seen alone a lot
* Not very talkative

**Anti-Bullying Procedures**

It is made clear at BFS Naples that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.We take seriously and investigate any child perceived allegation. Every incident or allegation of bullying will be treated as unacceptable behaviour as per our Behaviour Policy (please see Behaviour Policy). If cases of bullying are proven then sanctions will be applied according to the severity of the offence. Steps are taken to support and respond to the needs of both bullied and bullying pupils in a climate of mutual trust and respect.

**The Responsibilities of Staff:**

* Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures
* Listen to all parties involved in incidents
* Investigate incidents promptly and as fully as possible. A clear and precise account of bullying incidents will be recorded - this will include recording appropriate details regarding decisions and action taken
* Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
* Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens. Promote the use of a range of learning styles and strategies which challenge bullying behaviour
* Be alert to signs of distress and other possible indications of bullying
* Report suspected cases of bullying to our designated person for child protection
* Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
* Ensure parents/carers are kept informed about incidents of bullying and action taken, as appropriate and in line with child protection and confidentially policies
* Implement sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
* Where appropriate, make contact with other relevant MOD Schools professionals for guidance and support e.g. Senior Education Social Worker or Educational Psychologist.

**The Responsibilities of Pupils**

* Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
* Provide support to the pupil who is being bullied, unless it is unsafe to do so
* Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances
* Have the courage to tell someone

**The Responsibilities of Parents**

Parents and carers have a very important role in supporting the school to implement its anti-bullying policy effectively.

 Parents have the responsibility to:

* Ask for information on the school’s anti-bullying and behaviour policy and any approach used to respond to incidents of bullying or harassment
* Sign the home/school contract and to abide by that contract
* Work in partnership with the school on encouraging positive behaviour, valuing and respecting difference
* Understand that children need to learn to deal with disagreements and conflict in an assertive but non-violent manner
* Be alert to and inform school about significant behaviour changes and signs of distress in their children
* Inform staff of any significant change in circumstances which may affect the way in which pupils respond in school
* Alert staff to information reported by pupils on incidents or any concerns arising about other pupils’ behaviour and attitude
* Communicate to children that they (parents) trust the school and staff to deal appropriately with incidents that arise and which the school are aware of

**Support**

Support for pupils who have been bullied is essential both immediately following the incident and during an agreed period of review. Peer support, staff support, parental support and outside agency support may all be essential to ensure that the pupil does not suffer any long-term effects.

*Children who have been bullied will be supported by:*

* Offering an immediate opportunity to discuss the experience with a member of staff of their choice
* Reassuring the pupil
* Offering continuous support
* Restoring self-esteem and confidence

It is recognised that support must be given to the perpetrator. Disciplinary procedures against the perpetrator(s) are intended to change or modify behaviour rather than label anyone as a bully. Such procedures may include:

* Positive behaviour strategies
* Withdrawal of activities
* The establishment of mentoring or a buddy system
* Discussion about the effects of bullying
* Involvement of other agencies and services such as an Educational Psychologist

**Links with other policies**

* Behaviour Policy
* Child Protection and Safeguarding Policy
* PSHE Policy
* Playground Supervision Policy

**Useful links and supporting organisations**

* Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
* Childline: [www.childline.org.uk](http://www.childline.org.uk)
* Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
* Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
* MindEd: [www.minded.org.uk](http://www.minded.org.uk)
* NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
* The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)
* PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
* Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
* The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
* Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
* Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
* The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practiceschools](http://www.restorativejustice.org.uk/restorative-practiceschools)
* Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
* Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
* Childnet: [www.childnet.com](http://www.childnet.com)
* Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
* Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
* UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
* The UK Council for Child Internet Safety (UKCCIS) [www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)
* DfE ‘Cyberbullying: advice for headteachers and school staff’: www.gov.uk/government/publications/preventing-and-tackling-bullying • DfE ‘Advice for parents and carers on cyberbullying’: [www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)
* Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
* Kick it Out: [www.kickitout.org](http://www.kickitout.org)
* Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
* Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
* Tell Mama: [www.tellmamauk.org](http://www.tellmamauk.org)
* Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
* Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)
* Barnardo’s LGBT Hub: [www.barnardos.org.uk/what\_we\_do/our\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
* Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)
* EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
* Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
* Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)