



NADEEN
SCHOOL
BAHRAIN

Anti-Bullying and Hurtful Behaviour Policy

Vision and Mission

We are a child-centred, inclusive and diverse family with a shared love of learning. Our mission is to provide a caring, nurturing and empowering environment in which all children can learn and thrive. Our children and team have the skills and mindset to:

- think, explore and grow
- celebrate and respect ourselves and the people around us
- be compassionate and have a positive impact on the world

Anti-Bullying and Hurtful Behaviour Policy

Purpose

- For all staff to know what the school policy is on bullying and follow it when bullying is reported.
- For all staff to be aware that we promote positivity and for our students to have empathy and understanding.
- To create and maintain a non-violent and non-threatening atmosphere by using educational opportunities when they arise to teach positive behaviour.
- To raise awareness of our staff through staff meetings and taking a vigilant nature to reduce the risk of bullying and hurtful behaviour at all times.
- To increase the sensitivity of our school community to incidents of bullying.
- To provide support and help for victims of bullies and for bullies themselves, and counselling when needed.
- To make the whole school aware that bullying and hurtful behaviour do not fit with the moral fabric of the school and will not be tolerated.

Anti-Bullying and Hurtful Behaviour Statement

At Nadeen School, we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. Therefore, Nadeen School is committed to providing a caring, friendly, safe and secure environment for all our children so they can learn in a relaxed and secure atmosphere, without anxiety. It is made clear that bullying is a form of anti-social behaviour and bullying in any form is unacceptable at Nadeen School.

We do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable and good behaviour is promoted. Due to the school's positive ethos, cases of bullying are extremely rare. However, in order to nurture our students, we equally take cases of hurtful behaviour seriously even though there may be no bullying intent. For this reason, we have an intensive anti-bullying policy in place which also applies to cases of hurtful behaviour.

What is Bullying?

Bullying can be described as being a deliberate, ongoing act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can occur through several types of anti-social behaviour. It can be:

- Physical: A child can be physically punched, kicked, hit, spat at, etc.
- Verbal: This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- Exclusion: A child can be bullied simply by being excluded from discussions/activities.
- Damage to Property or Theft: Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over

- property to them.
- Cyber: Misuse of digital technologies or communications to bully a person or group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

Bullying is not tolerated, and all accusations are to be taken seriously and dealt with immediately and with sensitivity.

What is Hurtful Behaviour?

We recognise that hurtful behaviour is not as severe as bullying, but still has a negative impact on the child to whom it is being directed. Hurtful behaviour also shows a lack of respect which is contradictory to the school's ethos. Our anti-bullying policy is adjusted and modified accordingly for hurtful behaviour incidents.

How do we maintain our successful Anti-Bullying and Hurtful Behaviour Policy?

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the minimisation of bullying in our school. If bullying does occur, all pupils should be able to tell any member of staff and know that incidents will be dealt with promptly and effectively.

We are a TELLING School. This means that anyone who knows that bullying or hurtful behaviour is happening are expected to tell the staff. All adult members of our school community are vigilant in order to recognise where bullying is taking place, and to deal with it thoroughly and with sensitivity.

Why is it important to respond to Bullying and Hurtful Behaviour?

Everybody at Nadeen School has the right to be treated with respect. Bullying children need to learn different ways of behaving. The school has a responsibility to respond promptly and effectively to issues of bullying and hurtful behaviour.

Communicating Bullying and Hurtful Behaviour

At Nadeen School we use assemblies, the PSHE curriculum and class discussions to discuss our intolerance of bullying and hurtful behaviour. Our students are reminded:

- that their silence is the bully's greatest weapon.
- to tell themselves that they do not deserve to be bullied and that it is wrong.
- that fighting back may make things worse.
- that it is best to tell an adult straight away as they will get immediate support.
- that adults will take them seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for all concerned.

Dealing with Disclosures

All Nadeen School staff will take disclosures seriously and treat them with sensitivity. We believe it is best to speak to all parties involved as a first step towards reconciliation and resolution. Nadeen School will always inform parents of both the perpetrator and the victim, in person where possible, as a further way to resolve any issues.

For steps to be taken, please see appendix 'What do we do if we know someone is being bullied?'.

Cyberbullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyberbullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessible as people forward on content at a click.

Cyberbullying can be defined as 'The use of Information Communication Technology, particularly mobile phones and the internet, to deliberately hurt or upset someone.'

At Nadeen School we know that many young people and adults find that using the internet and mobile phones is a positive and creative part of their everyday life. Unfortunately, technologies can also be used negatively. When children are the target of bullying via mobile phones, gaming or the Internet, they can often feel very alone, particularly if the adults around them do not understand cyberbullying and its effects. A once previously safe and enjoyable environment or activity can become threatening, harmful and a source of anxiety. It is essential that our young people, our staff and our families understand how cyberbullying is different from other forms of bullying, how it can affect people and how to respond and combat misuse. Promoting a culture of confident users will support innovation and safety.

For steps to be taken, please see appendix 'How will Cyberbullying be managed?'.

Roles and Responsibilities

All staff within Nadeen School are responsible for ensuring that bullying and hurtful behaviour are not a part of school life for our children and that should incidents occur they are dealt with immediately.

Class teachers and assistants should deal with incidents accordingly in a timely manner. If issues persist then they should be reported to the Phase Leader.

Phase Leaders will become involved if the incidents continue.

The Lead Teacher Coordinator and Senior Leadership Team (Headteacher and Deputy headteacher) should be made aware of all incidents. They will become directly involved if the situation persists even after the intervention of the Phase Leader.

School Governing Body

All policies developed by Nadeen School to ensure the effective leadership of school business are presented to the school governing body for discussion and approval. The policies are formally adopted by the governors for implementation by the school management. Policies are reviewed periodically, usually every 2-4 years depending upon the nature of the policy, changes in the school approach or the impact of regulatory change.

Standard operating procedures relating to the effective execution of the policy are developed by the school management and are implemented as part of the standard function of the school and do not require governor ratification.

Review:

Written by:	Kate Fellowes
Draft Date:	March 2022
Reviewed by:	Benjamin Humphreys
Approved by Board of Governors:	Shanee Puri
Indicative Review Date:	March 2026

Appendices

Appendix 1

What do we do if we know someone is being bullied?

Outcomes:

Members of staff to whom disclosures are made should initiate the following procedures themselves and/or consult with the relevant staff as appropriate:

- All disclosures, whether from a pupil, a parent or a member of staff, should be taken seriously and treated with sensitivity.
- Parents will always be informed if their child has been found to be either a victim or a perpetrator of a bullying incident. All instances of suspected bullying should be recorded on the Behaviour Log (and incident form for longer notes) and reported to Phase Leaders, the Deputy Headteacher and Lead teacher Coordinator, as the Unique Child pastoral leader, and Headteacher should also be informed.
- Victims, alleged bullies and witnesses should be interviewed separately, and their accounts of the incident are to be written down on the incident sheet.
- In the course of this procedure, enquiries should be made to ascertain whether the alleged bully has been involved in similar incidents involving this or other pupils, thus enabling patterns of behaviour to be established.
- Serious cases will be discussed with the Headteacher. After consultation, the Senior Leadership Team will determine which level of the school sanctions is most appropriate to deal with the incident.

Action should then be taken with regard to each of the following:

- If possible, the pupils will be reconciled after the incident/incidents have been investigated and dealt with - each case will be monitored to ensure repeated bullying does not take place.
- Sanctions and support for the bully will be given in accordance with the behaviour management policy.
- Informing the parent of the victim and the bully.
- Formally recording the incident on the student(s)' behaviour log in the student(s)' files.
- Giving general information to all staff, through close liaison and staff meetings. Giving relevant feedback and reminders about appropriate behaviour to students.
- In serious cases, suspension will be considered.

Appendix 2

How will Cyberbullying be managed?

In the event of cyberbullying:

- Pupils, staff and parents/carers will be advised to keep a record of the bullying as evidence.
- Nadeen School will take steps to identify the bully, where possible and appropriate. This may include identifying and interviewing possible witnesses, and contacting the parents
- Pupils, staff and parents/carers will be required to work with the school to support the approach to cyberbullying and the school's e-Safety ethos.

Sanctions for those involved in cyberbullying may include:

- The bully will be asked to remove any material deemed to be inappropriate or a service provider may be contacted to remove content if the bully refuses or is unable to delete content.
- Internet access may be suspended at school for the user for a period of time. Other sanctions for pupils and staff may also be used in accordance to the schools anti-bullying and behaviour policy.
- Parent/carers of pupils will be informed.
- If the offence takes place off the school site and out of school hours, but is brought to the attention of the school, all children and families involved will be contacted for discussion.