



Anti-Bullying Policy

This policy has been adopted by the Creative British School Principal and board of Governors

Policy Created	September 2024
Policy Review date	August 2025

Signed Principal: Mr. Phillip Morris

A handwritten signature in black ink, appearing to read 'P.M.', is placed over the printed name of the principal.

Date: 01-09-24



CBS Anti-Bullying Policy

Policy Statement:

CBS has zero tolerance to bullying. We believe school is a safe and secure zone. Creative British School is committed to creating a safe and inclusive learning environment that promotes respect, empathy, and positive relationships among all members of the school community. This policy outlines our proactive approach to preventing bullying and fostering a culture of kindness and understanding.

The aims and purpose of this policy

To protect students and prevent the exploitation, bullying, physical and/or sexual abuse, insult or harm of any other kind which students may face, and to identify those who may have suffered harm.

Definition

What is bullying?

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

What bullying is not?

- Single episodes of social rejection or dislike
- Single episode acts of nastiness or spite
- Random acts of aggression or intimidation
- Mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying and they're not examples of bullying unless someone is deliberately and repeatedly doing the

Bullying is when someone is hurt by unwanted words or actions, usually more than once and has a hard time stopping what is happening to them.

Bullying can be:

Physical

- hitting
- pushing and shoving
- fighting
- tripping
- yelling at someone
- making rude gestures
- taking or breaking another person's things

Emotional

- name calling
- making fun of someone
- laughing at someone
- leaving someone out on purpose
- starting rumors or telling lies about someone
- sending mean messages on a computer or cell phone
- trying to make someone feel bad about who they are

Where Does Bullying Happen?

Bullying can happen anywhere. It can occur in your neighborhood, while going to school, at school, and while on-line.

What is Cyberbullying?

Cyberbullying is using technology, such as email, texts, social media, online gaming, or pictures to hurt or harm someone else with unwanted, aggressive, and repeated behavior.

Includes:

- Sending mean text messages
- Posting unkind statements online

- Sharing pictures that are not yours to share
- Liking or sharing posts about something hurtful
- Spreading rumors or gossip online
- Agreeing with someone who posts something hurtful

Signs and Symptoms of Bullying

Emotional and Behavioural Signs:

1. **Changes in Mood:** Sudden shifts in mood, such as becoming withdrawn, anxious, or depressed.
2. **Avoidance:** A noticeable effort to avoid specific places, situations, or individuals.
3. **Social Isolation:** A decline in social interactions, loss of friends, or reluctance to participate in social activities.
4. **Low Self-Esteem:** Decreased self-confidence, self-worth, and a negative self-perception.

5. **Emotional Distress:** Frequent crying, heightened emotional sensitivity, or outbursts of anger.
6. **Changes in Academic Performance:** A decline in grades, reduced motivation, or lack of interest in schoolwork.
7. **Frequent Sickness:** Frequent complaints of illness to avoid school or social situations.
8. **Changes in Eating Habits:** Significant changes in eating patterns, such as loss of appetite or overeating.

Physical Signs:

1. **Unexplained Injuries:** Frequent bruises, cuts, scrapes, or other physical injuries without a reasonable explanation.
2. **Lost or Damaged Belongings:** Missing or damaged personal belongings, such as books, clothes, or school supplies.
3. **Sleep Disturbances:** Insomnia, nightmares, or difficulty falling asleep.
4. **Changes in Appearance:** Noticeable changes in personal grooming or appearance, such as disheveled clothing or neglecting hygiene.

Behavioural Changes:

1. **Becoming Aggressive:** A sudden increase in aggressive behaviour, potentially as a defensive response to bullying.
2. **Becoming Bullying Behaviour:** In some cases, individuals who are being bullied may display bullying behaviours towards others as a way to regain control or cope with their own experiences.
3. **Self-Harm:** Engaging in self-harming behaviors, such as cutting or burning, as a coping mechanism.
4. **Secrecy:** Being secretive or evasive when asked about their daily experiences or interactions.
5. **Reluctance to Communicate:** Avoiding conversations about school or social life and being unwilling to share details about their day.

Cyberbullying-Specific Signs:

1. **Changes in Online Behaviour:** Sudden changes in online activity, such as avoiding social media platforms, deleting posts, or creating new profiles.
2. **Withdrawal from Technology:** A sudden aversion to using electronic devices or participating in online activities.

Myths and Facts about bullying

Myths	Facts
Bullying happens in boys schools only	Bullying happens in boys and girls schools

Bullying reflects individual failure and failure of the family to raise its children	Bullying happens due to individual and family related factors as
Bullying effects victims in the short term only	Bullying effects long term physical and emotional wellbeing of victims
Bullying is normal behaviour among children and youth	Bullying is abnormal behaviour
Anti-Bullying policy and corrective actions help prevent school bullying	Bullying is prevented through evidence-based programs that focus on building social emotional skills and through developing capacity of schools to handle cases of bullying effectively and safely

Roles and responsibilities

CBS Staff Roles (applies to all members of staff that come into contact with children)

CBS staff looks into the following things to contribute to the development of a caring, respectful ethos of students:

- Clearly communicate behavioural expectations to students, emphasizing the importance of respect, empathy, and kindness towards one another.
- Staff should consistently model respectful behaviour in their interactions with students, colleagues, and parents.
- Supervise students during breaks, lunchtimes, and transitions to prevent and address any instances of bullying.
- Staff members should promptly intervene when they witness or suspect bullying. Address the behaviour immediately and provide appropriate guidance.
- Offer emotional support and guidance to students who are victims of bullying. Listen actively and provide reassurance.
- Integrate lessons on empathy, conflict resolution, and effective communication into the curriculum.
- Stay informed about students' online activities and interactions. Educate students about responsible online behaviour and digital citizenship.
- Foster an inclusive classroom environment where all students feel valued and respected.

CBS Student's Roles

- If you witness bullying, stand up for the victim and offer support.
- If you see or experience bullying, report it to a teacher, social worker, Anti-Bullying Committee or another trusted adult. Reporting helps ensure that the issue is addressed promptly.
- Engage in school-wide anti-bullying campaigns, workshops, and activities to raise awareness and promote a culture of respect.
- Use social media platforms in a positive and respectful manner. Refrain from sharing hurtful content and be mindful of the impact of your online actions.
- If you witness cyberbullying, do not participate or share hurtful content. Instead, report it and support the victim.

- If a friend is being bullied, offer your support and encourage them to seek help from adults.
- Set a positive example for your peers by treating others with kindness, showing respect, and promoting inclusivity.
- Help create a safe and welcoming environment for all students. Speak out against gossip, rumours, and any form of mistreatment.
- Recognize and acknowledge acts of kindness, respect, and empathy among your peers. Encourage a positive atmosphere in your classroom and school.
- If you come across resources or information about bullying prevention, share them with your friends and classmates to raise awareness.

Parents' Roles:

- Encourage open and regular communication with your child. Create an environment where they feel comfortable discussing their experiences, concerns, and challenges.
- Educate your child about what bullying is, its different forms (including cyberbullying), and the potential consequences for both the victim and the perpetrator. Discuss the importance of empathy, kindness, and respect towards others.
- Model respectful behaviour at home. Children often learn by observing their parents' actions and attitudes. Teach conflict resolution skills and emphasize the importance of resolving differences through respectful communication.
- Teach your child responsible and ethical online behaviour. Discuss the importance of respecting others' privacy and refraining from hurtful online actions.
- Teach your child what to do if they witness or experience bullying. Encourage them to report incidents to a trusted adult at home or school.
- Maintain regular communication with your child's school. Attend parent-teacher meetings, workshops, and events related to bullying prevention.
- If you suspect your child is engaging in bullying behaviour, address it promptly. Help them understand the consequences of their actions and guide them toward more positive behaviours.

Procedures and Intervention:

The bullying prevention policy should align with ADEK's broader **Child Protection Policy**, ensuring that any form of abuse, whether physical, emotional, or psychological, is addressed and reported in line with child safeguarding principles.

- **Reporting and Documentation:** When a bullying incident is observed or reported by students, staff, or parents, it is essential to have a clear process for reporting and documenting the incident. This could involve a designated staff member or counsellor who receives and records the information.
- **Investigation:** Upon receiving a report, CBS should initiate a thorough and timely investigation into the incident. This may involve speaking with the individuals involved, as well as any witnesses, to gather a complete understanding of what occurred.

- **Support for the Victim:** If a student is identified as a victim of bullying, it's crucial to provide immediate emotional support. This could include counselling services, involving social worker or mental health professional to help the victim cope with the emotional impact of the incident.
- **Communication with Parents/Guardians:** CBS should ensure open communication with the parents or guardians of both the victim and the student displaying bullying behaviour. Parents need to be informed about the incident, the steps being taken to address it, and any necessary interventions.
- **Disciplinary Action and Consequences:** Depending on the severity of the incident, CBS should have a clear protocol for determining appropriate disciplinary actions. Consequences should be consistent, fair, and aligned with the school's behaviour policy.
- **Prevention and Education:**
 1. CBS continue to promote 'zero tolerance' and promote preventing all bullying through assemblies, and class activities, aiming to develop a whole school approach to self-monitoring with regards to bullying.
 2. CBS is arranging anti-bullying week and Anti-bullying policy induction at the beginning of the academic year.
 3. Quality time and assemblies are used to promote a positive ethos and therefore reduce the amount of incidents of bullying.
 4. CBS Student council promotes an anti-bullying message.
 5. CBS staff teaches e-safety lessons regularly, covering a wide range of aspects of cyber bullying. CBS is providing education and awareness programs for students, staff, and parents. These programs could include workshops, presentations, and discussions about bullying, empathy, and conflict resolution.
- **CBS Anti-Bullying Committee/Student Safeguarding Committee:** The anti-bullying committee can be composed of the following members:
 - Principal or Head of School
 - Members of the Senior Leadership Team (SLT)
 - Social Worker
 - Teachers representing different grade levels
 - Student representatives (e.g., Student Council members)
- **Follow-Up and Monitoring:** After an incident has been addressed, social worker will follow up with all parties involved to ensure that the bullying behaviour has stopped and that the victim is receiving the necessary support..
- **Review and Improvement:** Periodically, CBS should review its bullying prevention and intervention strategies to assess their effectiveness.

This policy should be used in conjunction with other policies

- Health and Safety Policy
- Child Protection and child Safeguarding Policy
- Student Behaviour Policy

Monitoring the Policy

- The Principal and Child safeguarding/ Anti-Bullying Committee monitors the effectiveness of this policy on a regular basis.