



THE BRIDGE INTERNATIONAL SCHOOL

Bullying policy

1. Introduction

At TBIS, we believe that everyone in our community have the right to an educational and work environment where they feel safe and which is free from harassment and bullying. This policy is implemented in partnership with the school's discipline policy, the grievance policy and serves the entire school from the wider staff and students body (Reception to the Year 13).

1.2 Definition

Bullying is any behaviour which is deliberately intended to hurt, threaten, frighten or discriminate against another individual or group. It is usually unprovoked, happens again and again as part of a pattern of behaviour and can continue for a long period of time. It always reflects the abuse of power, with one (or more) person(s), a victim and the other, a bully. It is the acquisition of power over others who are deemed powerless

For the purposes of this policy, bullying includes but is not restricted to:

Physical: Pushing, kicking, hitting, pinching and other forms of violence or threats of violence.

Verbal: Name-calling, derogatory references to family (tribal) name, sarcasm,

Innuendo: Spreading rumors, persistent teasing.

Emotional: Excluding, tormenting, ridicule, humiliation.

Intrusive: Email, video-text or text messaging designed to upset or abuse.

Racist: Racial taunts, graffiti, gestures.

Sexual: Unwanted physical contact or abusive comments.

2. Aims

- To inform students, staff and parents of our expectations in order to ensure a productive partnership, where each and everyone has a role to play in eradicating bullying;

- To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted;
- To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected;
- To praise and reward positive behaviour which benefits others and the community as a whole;
- To teach the community to respect themselves and others, promoting crucial self-esteem;
- To reduce the emotional and mental distress of any bullying enabling all the right to enjoy their time at the Bridge.

3. Strategies

- To help students through advice and counseling, to make the right choices and not succumb to peer pressure;
- To listen to all parties involved in incidents and always take allegations from victims seriously;
- To reassure everyone that the school management will do all in its power to protect and support all parties involved while the issues are being resolved;
- To foster by example the values we as a school believe in;
- To investigate all incidents as fully as possible;
- To use a range of strategies which challenge bullying behaviour;
- To include within the curriculum, opportunities to discuss and consider bullying and other forms of anti-social behaviour;
- To identify bullying behaviour at the early stages and work towards behaviour modification before the problem becomes more serious.

4. Reporting Bullying

As a school we will:

- Encourage victims and witnesses to speak up with anonymity if necessary;
- Treat incidents seriously however trivial they may seem at first glance;

- Be alert, as an entire staff, for changes in behaviour, attitude and well-being, reporting these immediately to the appropriate member of the pastoral team;

5. Responding to Bullying

As a school, we will endeavour to:

- To take all bullying problems seriously
- To deal with each incident individually and to access the needs of each student separately;
- To regard all incidents as potentially serious and investigate them thoroughly;
- Ensure that bullies and victims are interviewed separately;
- Obtain witness information;
- Keep a written record of the incident, investigation and outcomes which should be lodged with the pastoral team;
- Inform staff as necessary, about the incident;
- Ensure that action is taken to prevent further incidents. Such action may include:
 - i. Imposition of sanctions;
 - ii. Obtaining a sincere apology;
 - iii. Informing parents of both bully and bullied;
 - iv. Provide support for both victim and bully.
 - v. Legal redress where appropriate

