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British School  
of Bucharest

# Anti-Bullying Policy

Reviewed & Approved by

Senior Leadership Team

Last reviewed on

September 2019

Next review due by

September 2020

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## INTRODUCTION

British School of Bucharest prides itself on its inclusive and positive ethos. This policy recognises the commitment to providing and maintaining a caring, friendly and secure environment for all students, so that they can learn in a safe atmosphere. Bullying of any kind is unacceptable in our school and it is our aim that all our students feel that they belong to a caring and open community. We will take firm and rapid steps to address any bullying as soon as it is brought to our attention.

## AIMS AND OBJECTIVES

Our aims are that:

- bullying of any kind is not tolerated
- all members of the community are encouraged to work against bullying by attempting to prevent it and by raising concerns
- all children are cared for by their teacher in 'loco parentis'
- all children feel safe and happy at school
- all children are actively encouraged to form friendships and to welcome new children into their community
- communication is made between school and home informing of any issues relating to a child's well-being
- children are monitored by all staff for social happiness in line with the BSB Safeguarding and Child Protection Policy
- children are monitored for well-being in terms of their social, emotional and health needs
- all teachers are actively looking for occasions to promote social harmony
- all children are taught how to build harmonious relationships with each other through PSICHE

## WHAT IS BULLYING?

Bullying occurs when a person's repeated and targeted behaviour intentionally or thoughtlessly causes distress to another.

Bullying may be physical, verbal or emotional and may be direct or indirect. The intensity of bullying can vary: bullying may take place over long periods of time or consist of isolated incidents. Bullying may involve individuals or groups.

It may happen when the bullied person is present or take place via text, e-mail, in chatrooms, or on other social networking groups online.

What is bullying to one person may be intended as a joke to another. It is possible for a group or individual to bully another by thoughtlessness or lack of consideration.

Bullying can be:

- Emotional e.g. being unfriendly, excluding, tormenting (e.g. hiding books, bags, school equipment, threatening gestures etc.)
- Physical e.g. pushing, kicking, hitting, punching or any use of violence
- Racist e.g. racial taunts, graffiti, gestures
- Sexual/sexist e.g. unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on the issue of sexuality
- Verbal e.g. name-calling, sarcasm, spreading rumours, teasing, disability taunts
- Subjected through the misuse of technology e.g. social media
- Religious e.g. abusive or derogatory comments of a religious nature
- Cultural e.g. abusive or derogatory comments or inflammatory acts of a cultural nature
- Disability e.g. abusive or derogatory comments or acts about a person's disability



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## HOW CAN BULLYING BE RECOGNISED?

Victims of bullying may:

- Be new to the class or school
- Appear to differ in speech, cultural, religious or racial background or have a different social status from other students
- Have been identified with special educational needs.
- Suffer from low self-esteem.
- Demonstrate 'entertaining' reactions when bullied, e.g. tantrums, loss of control.
- Be more nervous or anxious than their peers
- Be envied for their success in academic or other areas
- Have a specified or non-specified learning difficulty or special need

Signs that a student is being bullied may include:

- A fear of going to school.
- A request to change their route/mode of travel (e.g. asking not to travel on public transport).
- Beginning to do badly in school work
- Arriving home regularly with books/clothes damaged or destroyed
- Having possessions 'go missing'
- Have unexplained bruises, scratches or cuts
- Becoming withdrawn, starting to stammer
- Refusing to say what is wrong
- Becoming emotional, tearful or moody
- Change in diet or sleep patterns
- Exhibit an unwillingness to talk about any problems at school

Bullies may have some of the following characteristics:

- A tendency to be impulsive and have assertive, aggressive attitudes over which they exert little control
- A need to dominate others, especially those who are younger or perceived as weaker
- Behaviour which is anti-social or rule-breaking
- They are often aggressive leaders
- Can be below average in popularity (except among their own immediate followers) but not as low in popularity as victims
- Can have complicated needs themselves, such as learning difficulties etc.
- A lack of empathy – they do not seem to know what it is like to be a victim and are intolerant of anything that appears weak
- Absence of guilt; they usually feel that the victim in some way 'deserves' the treatment and may be experiencing or have experienced bullying of some form themselves.



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## ACHIEVING OUR AIMS

### PREVENTION OF BULLYING

Si Students, parents and staff are asked to take an active role in its prevention. Everyone in the school community has a responsibility to report any incidents of bullying.

At the British School of Bucharest we aim to prevent bullying by:

- Encouraging positive behaviour towards other members of the community (see British School of Bucharest Behaviour Policy)
- Raising awareness of bullying issues
- Enabling easy communication of concerns regarding bullying
- Taking action when incidents arise
- Asking staff to be vigilant in lessons and when on duty outside of lessons or when they are generally around the school
- Discussing incidents at tutor and leadership meetings.

### RAISING AWARENESS

Bullying issues can be referred to in:

- Assemblies
- Tutor group meetings
- Staff meetings
- PSHCE lessons
- Letters to parents

There are also opportunities to raise bullying issues in drama, literature, history, tutor time and other curriculum areas. Students are educated in the responsibilities involved in communicating electronically directly by text or e-mail or indirectly via chatrooms, message boards or websites.

### STUDENTS ARE TAUGHT TO:

- Accept that they will not always get along with every other student but that they should always treat others with respect
- Use fair methods to settle disputes and seeking advice and support from teachers to sort disagreements amicably
- Tell, or find a way of telling, if they are being bullied or if someone is acting in a way that stops them feeling safe and happy
- Work cooperatively with all parties involved
- Welcome new students to the school and make an effort to help them settle in;
- Be positive role models to the younger students in the school

### FORM TUTORS' AND CLASS TEACHER'S ROLES AND RESPONSIBILITIES

- Groups and pairs are chosen with care ensuring that no individuals ever feel 'left out' or 'second class'
- Teachers and other adults in the school encourage children to socialise with others if they see anyone 'left out'
- All issues of bullying behaviour are challenged and students are encouraged to tell a teacher if a situation occurs. Every reported incident is followed up and recorded on ISAMS. A central record of reported bullying incidents is maintained by the Pastoral Deputy Head of Primary and Heads of Key Stage and the Head of Secondary.
- In a bullying situation, warnings will be given and all students involved, including bystanders, will be included in discussion. Sanctions may be used as specified in the Behaviour Policy.



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- Teachers and adults in the school are to ‘dampen down’ conflict issues with expedience that arise between individuals and try to resolve these quickly and fairly so that they do not develop into larger issues;
- Where individuals are known to ‘not get along’ teachers are mindful of potential conflicts and use strategies to avoid these where possible;

### RETALIATION

Retaliation in any form is deemed as unacceptable behaviour and will be dealt with on an individual basis according to the Behaviour Policy.

### CYBERBULLYING

Cyberbullying can be defined as the use of technology, particularly mobile phones and the Internet, deliberately to upset someone else. The Internet is used primarily for research and for approved educational programmes. All rules and expectations are aimed at encouraging a student to be sensible, considerate and legal.

Teachers provide guidance to clarify these objectives. We are aware that students may use home computers in ways that may upset others (through chat rooms, e-mail, web pages etc.). This gives cyberbullying a ‘24/7’ and ‘any place’ nature. Parents have a role to play in monitoring the way in which their children use computers and mobile phones and receive guidance from the School in the form of information evenings and workshops on internet abuse. Any concerns should be reported as with any other bullying. Further details can be found the Online Safety Policy.

Where indecent images of young people are distributed either among students of BSB or to people outside of the school by electronic devices or on paper copy, this will be treated as a Child Protection incident and may involve the police.

### HEALTH & SAFETY

Mental and social health is considered an important factor at the British School of Bucharest and all students should feel happy and secure. Any students who cause damage to another student’s mental or physical health are dealt with swiftly. Details can be found in the Behaviour Policy.