Anti-Bullying
Policy and Procedures

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Anti-Bullying Policy

Introduction and Aims

Definition: Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

At The International School of Morocco, we understand that bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of online bullying methods. We understand that all children have disagreements with each other, and friends fall out for a time. This is not usually classified as bullying. Concerns about how a member of staff behaves towards a pupil are dealt with under the allegations procedure in the Safeguarding and Child Protection Policy. Concerns between members of staff are dealt with under the Teacher's Handbook and the Whistleblowing Policy.

Bullying can be, but is not limited to:

Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.

Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, intellectual, cultural, or racial difference.

Racist: racial taunts, graffiti, gestures.

Prejudice-based: bullying related to race, religion or belief, culture, special educational needs or disability, sex or gender, appearance or family circumstances.

Sexual: Unwanted physical contact or sexually abusive comments.

Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse, and threats. Ridiculing an individual.

Cyber (online): bullying through social media, messaging apps, online gaming, email or text messages; creating or sharing hurtful images or videos, including AI-generated or altered images; deliberately excluding someone from online groups; misuse of cameras and video.

We aim, as a school, to provide a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying. This policy aims to produce a consistent school response to any bullying incidents that may occur. 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 eradication of bullying in our school.

Aim of this policy:

- All members of our community to understand that bullying will not be tolerated at our school.
- All members of our community to understand that as a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- All proprietors' representative, teaching and non-teaching staff, students and parents should understand what bullying is.
- All proprietors' representative and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the school's policy is on bullying and what they should do if bullying arises.

Roles and responsibilities

The Director and The Head of Teaching and Learning will:

- Ensure that all staff have appropriate and timely training to recognise, and to raise awareness of bullying
- Ensure that staff have opportunities of discussing strategies, and review them regularly
- Ensure that all alleged bullying or determined cases of bullying are monitored and reviewed
- Ensure appropriate training is available for all staff
- Ensure that the procedures are brought to the attention of all staff, volunteers, parents and pupils

The director will:

- Report any incidents of bullying to the proprietor's representative

Staff and volunteers will:

- Take all forms of bullying seriously, and seek to prevent it from taking place
- To implement procedures to confront any forms of bullying
- Know and follow all relevant policies and procedures
- Never let any incidence of bullying pass by unreported and investigate incidents promptly
- Take action to reduce the risk of bullying at all times and in places where is most likely
- Be involved in any agreed strategy to achieve a solution
- To work in partnership with parents
- To listen to all parties involved in the incident
- Teach about anti-bullying in the PSHE curriculum
- Attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management

Proprietors' representative will:

- Support the Leadership Team in eliminating bullying from our school. This policy statement makes it very clear that the proprietors' representative does not allow any identified bullying to continue in our school, and that any incidents of bullying that do occur are taken seriously and dealt with appropriately
- Monitor the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The proprietors' representative require the Leadership Team to keep accurate records of all incidents of bullying and to report to the proprietors' representative on request about the effectiveness of school anti-bullying strategies
- Respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the proprietors' representative notifies the Leadership Team and asks them to conduct an investigation into the case and to report back to proprietors' representative

Parents and Guardians will:

- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school
- Work in partnership with the school.
- Advise their children to report any concerns to a member of staff.
- Discourage behaviours which might be considered as bullying – including online behaviours at home.
- Stress to their children that retaliation is not helpful.
- Contact the School to arrange an appointment with the child's class teacher to discuss concerns.
- Co-operating with the school, if their child/children are accused of bullying, try to ascertain the truth, and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day.

Children:

Children are encouraged to report any incidents of bullying to an adult in school or at home, whether or not they are directly involved. This can be done verbally or by writing down their concerns. In addition, peers within the playground may be approached to support the child to report the incident.

Victims - 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 child
- offering continuous support
- restoring self-esteem and confidence

Perpetrators - Children who have bullied will be helped by:

- discussing honestly what happened and work with the adult to resolve it
- discovering why the child became involved

- establishing the wrongdoing and need to change
- show that they understand and display appropriate behaviour at all times
- informing parents or guardians to help change the attitude of the child and offering continuing support

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- is unwilling to go to school
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens self-harm (report to the Designated Safeguarding Lead immediately)
- cries themselves to sleep at night or has nightmares/ bedwetting
- regularly feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions go missing
- has unexplained cuts and bruises
- stops eating
- is frightened to say what is wrong
- is frightened of walking to or from school or changes their usual routine

(N.B. whilst these behaviours may be symptomatic of other problems – bullying may be one reason).

All staff should be aware of these possibilities and report promptly any suspicions of bullying to the appropriate person.

Procedures

- Incidents should be immediately reported to The Head of Teaching and Learning
- Where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, the incident must also be reported immediately to the Designated Safeguarding Lead (DSL) and dealt with under the Safeguarding and Child Protection Policy as child-on-child abuse.
- Incidents will be recorded on an *Alleged Bullying Incident Form*
- The Head of Teaching and Learning will interview the children involved separately. The details of these interviews will be recorded and kept in confidential files by the Director.
- Depending on the nature, frequency and severity of the bullying incident, The Head of Teaching and Learning will decide on an appropriate course of action in accordance with the school's Behaviour Policy
- Parents of all parties involved will be informed
- The subsequent behaviour of the victim (child affected) and the perpetrator (child who is bullying) will be monitored

- providing support to the victim and as appropriate to the perpetrator
- If necessary and appropriate, police will be consulted
- The DSL will decide, under the Safeguarding and Child Protection Policy, whether to contact the relevant local authority or the police
- In serious cases, suspension or even exclusion will be considered
- If possible, the students 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

The Curriculum

Anti-Bullying Education in the Curriculum:

- The school will raise the awareness of the anti-social nature of bullying through PSHE, SMSC, school assemblies and Pupil Parliament meetings
- The PSHE subject leader is responsible for initiating and developing an antibullying programme as part of the PSHE course

Preventing Bullying

The pro-active strategies are:

- To provide a happy and caring environment in which to learn and work, where each member of the school community is personally valued and where pupils are able to develop self-respect and self-control
- To encourage the understanding of our school values
- To engender respect for and tolerance of others, regardless of differences of race, gender, culture, or religion
- To encourage pupils to work together and participate fully in the life of the school and the community
- To make pupils aware of the types of bullying which exist
- The online safety policy addresses the area of online-bullying
- To inform parents about the school's procedures for dealing with bullying through the publication of this policy on the school website (a full copy will be available to parents on request at the school office)

Monitoring and Review

This policy is monitored by the Leadership Team who reports to proprietors' representative on request about the effectiveness of the policy. The anti-bullying policy is the proprietors' representative's responsibility, and they review its effectiveness annually. They do this by examining the school's records and by discussion with the Director. They look out in particular for prejudice-based bullying, including racist bullying and bullying directed at children with special educational needs or disabilities.

Links with other policies:

Behaviour policy

Safeguarding and Child Protection Policy
Cyber Safety Policy
Whistleblowing Policy
ISM Teacher's Handbook
SEND Policy

Links to other documents:

Preventing and Tackling Bullying
Supporting Children and Young People who are Bullied - Advice for Schools
Cyberbullying Advice for Headteachers and School Staff
Advice for parents on cyberbullying
Disability Hate Crime