



**PROVIDENCE ENGLISH PRIVATE SCHOOL**

**Anti-Bullying Policy**

**2023 - 2024**

<b>CONTENT</b>		
<b>S.NO.</b>		<b>PAGE</b>
<b>1</b>	<b>Aims &amp; Objectives</b>	<b>3</b>
<b>2</b>	<b>Bullying</b>	<b>4</b>
<b>3</b>	<b>Strategies</b>	<b>5</b>
<b>4</b>	<b>Reporting</b>	<b>6</b>
<b>5</b>	<b>Policy Links to</b>	<b>6</b>
<b>6</b>	<b>Monitoring &amp; Evaluation</b>	<b>7</b>

## **1. Aims & Objectives:**

At Providence English Private School (PEPS), we believe that all children and young people have the right to an educational environment where they feel safe and which is free from harassment and bullying.

This policy is implemented in partnership with the school's behavior policies and serves the entire school from FS2 to Year 13.

- To inform students 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 behavior which benefits others and the community as a whole;
- To teach students to respect themselves and others, promoting crucial self-esteem;
- To reduce the emotional and mental distress of any bullying enabling all students the right to enjoy their time at school.

## **2. Bullying:**

Bullying is any behavior 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 behavior and can continue for a long period of time.

### **Bullying includes:**

**Physical:** Pushing, kicking, hitting, pinching, hair-pulling and other forms of violence or threats of violence

**Verbal:** Name-calling and sarcasm

**Innuendo:** Spreading rumours, persistent teasing

**Emotional:** Excluding, ridicule, humiliation

**Intrusive:** Email, text messaging, use of Facebook and other social media, designed to upset or abuse

**Racist:** Racial taunts, graffiti, gestures

**Sexual:** Unwanted physical contact or abusive comments

### **3. Strategies**

- a. To have a school wide programme regarding anti-bullying, covering assemblies and presentations that informs and educates pupils and students about the issues related to bullying and gives them strategies to deal with situations they might encounter
- b. To help students through advice and counseling, to make the right choices and not succumb to peer pressure;
- c. To listen to all parties involved in incidents and always take allegations from victims seriously;
- d. To reassure students that the school will do all in its power to protect and support all parties involved while the issues are being resolved;
- e. To foster, by example, the values in which we, as a school, believe;
- f. To investigate all incidents as fully as possible;
- g. To use a range of strategies which challenge bullying behavior;
- h. To include within the curriculum, opportunities to discuss and consider bullying and other forms of anti-social behavior;
- i. To identify bullying behavior at the early stages and work towards behavior modification before the problem becomes more serious.

### **4. Reporting Bullying**

As a school we will:

- Encourage victims and witnesses to speak up;
- Treat incidents seriously however trivial they might seem at first;
- Be alert, as a whole staff, to changes in behavior, attitude and well-being, reporting these immediately to the appropriate members of staff.

## **5. Responding to Bullying**

As a school, we will endeavor to:

- take all bullying problems seriously;
- deal with each incident individually and to access the needs of each student separately;
- 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 recorded on e1 and copied to the relevant staff;
- Ensure that action is taken to prevent further incidents. Such action may include:
  - Imposition of sanctions such as detention and removal of privileges;
  - Obtaining a sincere apology;
  - Informing parents of both bully and bullied;
  - Provide support for both victim and bully.

### **This policy links to**

- Behavior & Discipline Policy
- Safeguarding & Child Protection Policy
- Wellbeing Policy

## **Monitoring and Evaluation**

Safeguarding & Child Protection lead is responsible to monitor & evaluate regularly.  
This policy will be reviewed annually by Senior Leadership Team & Wellness Team.

## **Appendices / Annexures:**

1. Incident Reporting
2. Conflict Resolution
3. Behavior Memo

<b>Policy Reviewed By</b>	Social Worker & Senior Leadership Team
<b>Policy Reviewed Date</b>	November 2023
<b>Policy Approved By</b>	School Principal