



# Anti-Bullying Policy

(Please note that this anti-bullying policy should be read in conjunction with the Behaviour Policy)

## Introduction

Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life. Jeanne d'Arc British International School aims to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.

We want to promote students' wellbeing through the procedures in this policy.

## Aims

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone. It is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively.

## What is Bullying?

Bullying is a form of abuse. Bullying is when someone repeatedly uses their power to hurt or intimidate others. Bullying can be verbal, physical, emotional, electronic or sexual. It may be planned, spontaneous or even unintentional.

## The main features of bullying

- bullying causes hurt and distress
- bullying is repetitive
- bullying involves the use of power in an unfair way.

## Examples of bullying behaviour

### Verbal bullying

Name calling, making a person feel not good about themselves, teasing comments about appearance, ridiculing someone's social, cultural or religious beliefs, threats, offensive name calling, spreading lies, belittling others' abilities and achievements, making negative references to family or ethnic background.

### Physical bullying

Hitting, poking, pushing, punching, kicking, tripping, spitting, invading personal space, taking, hiding or damaging belongings, circulating offensive notes, offensive graffiti, making non-verbal signs and gestures designed to intimidate.

### **Emotional bullying**

Ignoring, excluding, ostracising, alienating, influencing others not to like or associate with someone, controlling or dominating someone by withdrawing, or threatening to withdraw, friendship, pressuring others to act against their will such as giving up possessions, money and demanding homework for copying.

### **Cyber bullying**

Offensive electronic/text messages or emails, putting or posting offensive material on the internet or on instant messaging applications, chat rooms or social networking sites using a person's screen name to pretend to be them, sharing inappropriate images, sexting, intentionally excluding others from an online group.

### **Sexual bullying**

Taunts about body parts and development, teasing about sexual orientation, unwanted or unsolicited sexual attention from another, notes or pictures depicting sexual content.

### **Bullying and SEND**

The anti-bullying alliance says: "Disabled young people and those with SEND, are significantly more likely to experience bullying – including online bullying – than their peers. Children who have learning disabilities and autism are particularly at risk."

<https://anti-bullyingalliance.org.uk/>

Resisting bullies can be particularly challenging for some children, especially since they may already feel isolated, have few friends, and not recognise that they are being bullied. Additionally, they might find it difficult to communicate or report these experiences. Staff members should offer additional support and ensure they thoroughly assess the child's understanding of the situation. For instance, many children with autism are often presumed to grasp social cues and situations better than they actually do, which can impact how staff intervene and support them.

### **Some Warning Signs that a Pupil is Being Bullied**

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell
- Reluctance to come to school
- Clothes or bags torn or damaged
- Money or possessions going missing
- Unexplained cuts and bruises
- Unexplained behaviour changes
- Unhappiness
- Loss of appetite
- Not sleeping
- Loss of weight
- Often seen alone
- Not very talkative

### **Reasons Why People Bully**

- Desire to appear powerful
- Unhappiness



- Feelings of inadequacy
- Difficulties at home
- Learned behaviour (They too have may have been bullied)

**At Jeanne d'Arc British International School bullying will not be tolerated.**

Jeanne d'Arc British International School understands the difference between conflict and bullying. All complaints of bullying are taken seriously and investigated in a timely manner.

### **Reporting bullying**

An investigation into any bullying incidents will be conducted by the most appropriate member of staff, for example the safeguarding lead, the form teacher or the Head of school. Often pupils who are bullied are scared to report incidents of bullying, therefore whoever they are reporting it to must be someone that the student trusts and is comfortable with.

The investigation into alleged bullying should be discreet, sensitive, timely and thorough.

The exact timeline of bullying investigations will vary depending on the individual situation.

The process will follow these procedures:

- The victims will be talked to along with other witnesses and statements will be taken
- The accused will be talked to in order to get their version of events
- Other staff, students and parents will be involved, if necessary
- Parents or carers will be made fully aware
- A record will be placed in all the involved students' files
- All students will be made aware that such behaviour will not be tolerated

### **Outcomes and Sanctions for Bullying Behaviour**

The parents or carers of the pupil being bullied will be made aware of the outcome.

The pupil who was bullied will be given support

Sanctions for students found bullying:

- **Level 3 offence-** the first time a pupil is found bullying there will be an out of school suspension. The length of the suspension will be decided by the Head. There will be a parent meeting and a behaviour contract stating the sanctions will be signed.
- **Level 4 offence-** the second bullying offence will result in a longer out of school suspension determined by the Head. A parent meeting will be held to update the behaviour contract.
- **Level 5 offence-** a third bullying offence would likely lead to the possible expulsion from school.

### **Helpful Links**



<https://www.nationalbullyinghelpline.co.uk/>

<https://anti-bullyingalliance.org.uk/tools-information/advice-and-support/advice-parents-and-carers>

<https://www.youngminds.org.uk/parent/parents-a-z-mental-health-guide/bullying/>

This policy was written in September 2024 and reviewed in January 2025.  
It will be reviewed again in September 2027