



LAUDE  
SAN PEDRO  
INTERNATIONAL COLLEGE

## Anti-Bullying Policy

September 2020

## Laude San Pedro International College

Contact details		
Principal	Amanda Hughes	a.hughes@laudesanpedro.com
Academic Heads		
EYFS & Primary	Nicky de Comarmond	n.decomarmond@laudesanpedro.com
Secondary & Sixth Form	Catherine Davies	c.davies@laudesanpedro.com
ESO & Bachillerato	Carmen Beato	c.beato@laudesanpedro.com
ISP Deputy Regional Managing Director	Miguel Ángel Garrán	mgarran@ispschools.com

### 1.0 Introduction

At Laude San Pedro we want all members of our community to have a shared understanding of our vision, values, standards, policies and procedures so that we can all work towards creating a positive and ambitious learning environment for the pupils in our care.

### 2.0 Rationale

At Laude San Pedro International college we want all members of our community to feel safe and confident. Staff, students and families should treat each other with respect and courtesy, particularly with regard to personal differences. It is extremely important that staff model respectful behaviour to colleagues, students and all members of our community so that children learn from excellent role models. In this way, bullying will be eliminated. This policy should be read and understood in the context of our Behaviour Policy, and our approach to personal, social, healthcare and economic education.

- We believe that students should have the right to feel safe, secure and valued and that creating a safe environment and dealing with bullying is everyone's responsibility.
- We respect difference and welcome diversity in our children, young people and in society in general, and believe our school should be inclusive.
- We believe that bullying is a behaviour choice and that everyone can be encouraged to change their behaviour. It can be an individual or a group.
- We support a range of positive strategies to deal with bullying and actively challenge the use of humiliation, fear, ridicule and other similar approaches in an effort to reduce bullying.

A bullying incident will be treated as a child protection concern when there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this is the case, staff will deal with the concern in line with the school

Safeguarding Policy. External advice and services may be accessed to tackle any underlying issues which have contributed to a child engaging in bullying.

### 3.0 What is Bullying?

*“Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. **The behaviour is repeated, or has the potential to be repeated, over time by the same person(s).** Both kids who are bullied and who bully others may have serious, lasting problems.*

*In order to be considered bullying, the behaviour must be aggressive and include:*

- *An Imbalance of Power: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.*
- *Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.*
- *Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose.”*

Stop Bullying.gov.uk

#### 3.1 There are four types of bullying:

**Verbal bullying** is saying or writing mean things. There are many forms of verbal bullying such as:

- Teasing
- Name-calling
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm

**Social bullying**, sometimes referred to as relational bullying, involves hurting someone’s reputation or relationships. There are many forms of social bullying such as:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumours about someone
- Embarrassing someone in public

**Physical bullying** involves hurting a person’s body or possessions. There are many forms of physical bullying such as:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing

- Taking or breaking someone's things
- Making mean or rude hand gestures

**Cyberbullying** involves the use of electronic communications including email, mobile phones, text/multi-media messaging, photographs/video, online profiling, websites, social networks, and instant messaging all with the intention to frighten, embarrass or harass.

This can happen at any time of day with a potentially wider audience and more accessories as people forward on with a simple click.

When cyber bullying happens outside school hours and is reported to the school, we will inform all relevant families about the incident. We will follow up on any issues which happen in school as a direct consequence of the initial incident.

### 3.2 Bullying is often motivated by prejudice, including:

- Disability: because of, or focusing on, the issue of disability;
- Homophobic or Transphobic: because of, or focusing on, the issues of sexuality and/or gender identity;
- Racist/Cultural/Religious: racial, cultural or religious taunts, comments or gestures;
- Sexual: sexually abusive taunts, comments or gestures;

### 3.3 Consequences of bullying

Bullying can result in long-term psychological damage and, in extreme cases, suicide. It is often motivated by prejudice against particular groups, for example, on grounds of race, religion, gender, sexual orientation including transgender, special educational needs and/or disability, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Any prejudice based language is unacceptable.

### 3.4 Bullying and the law

Bullying is not a criminal offence in the UK. However, there are criminal laws in the UK and Spain which apply to harassment and threatening behaviour. If we feel that an offence may have been committed our staff will seek assistance from the police.

### 3.5 School day trips and residential and bullying

School visits are a part of everyday school life and as such this policy applies in full when pupils are off site, on work connected to the school. Moreover, teachers have a power to discipline pupils in a reasonable way for conduct on and off the school premises. As such, any bullying incidents occurring off the premises, such as on public transport, school buses or in the local community, will fall under this policy and be treated accordingly

### 3.6 What is peer conflict?

It is important to remember that an incident where students are unkind does not automatically relate to bullying. It could be that a student experiences peer conflict with one or more individuals over time or in rapid succession due to a stand-alone issue or different issues at different times. Perhaps the student has said something on social media or upset some's friend – both other these can lead to peer conflict. During adolescent students will experience peer conflict as they progress through puberty at different rates and different ages. This is very distressing for the children and the families but it is important to work through each instance together and without use of social media.

#### Peer Conflict

- Equal power in relationship
- Both children upset about what they have said or done
- Feel remorse
- Want to solve problem and restore relationship or work apart happily
- Happens occasionally, but can involve different peers on different occasions.

## 4.0 Objectives

Our policy is implemented whenever the school is responsible for the conduct and welfare of children and young people. The Senior Leadership Team and all staff are responsible for its implementation.

### 4.1 Our objectives are to:

- Enable pupils, staff and families to understand clearly what constitutes bullying and to understand that bullying, whatever its form, will not be tolerated by the school community;
- Establish guidelines /procedures which make it easy for pupils to report bullying so that they feel assured that they will be listened to and incidents acted upon;
- Help parents to feel confident that bullying incidents will be firmly dealt with by the school;
- Create a safe environment and promote an inclusive ethos in the school where pupils can discuss the cause of bullying without fear of further bullying or discrimination;
- Ensure students are able to explain how we expect them to behave; and
- Celebrate our anti-bullying community ethos.

## 5.0 Our Commitments

As a leadership team we will:

- Inform our staff of the anti-bullying policy and the procedures to follow if they suspect a case, or they receive a disclosure of a bullying incident;
- Share our anti-bullying policy and procedures with our students and families;
- Schedule anti-bullying training for staff at an appropriate level given the preceding level of training
- Celebrate Anti-Bullying Week every school year
- Ensure that the PSHE planning in all year groups includes age-appropriate elements of the Anti-bullying ethos
- Contract Tutoria Entre Iguales (TEI) anti-bullying partnership from September 2019 and to follow this programme throughout the school
- Set the expectation that our community has zero tolerance to bullying
- Ensure that all Headteachers maintain a behaviour log which includes instances of bullying.
- Report by school on behaviour and bullying at safeguarding meetings.
- Review the policy and procedures annually and evaluate the implementation and impact.
- Refer any concerns regarding the school's approach to dealing with bullying to the ISP Deputy Regional Managing Director

## 6.0 Our Procedures

It is important to consider that ours is a through school and as such the flow through the procedure will reflect the age-appropriateness of the students involved. At times the school may need to request additional support for students if the behaviour is part of a specific need or if the school decides that close monitoring is required. Families will be asked to pay for that support if deemed appropriate by the school.

## 7.0 Interpretation

In this policy the term “senior manager” means a School Principal, Head and their designated deputies.

The school is owned by International Schools Partnership Services Limited,

The office is:

101 Wigmore Street

London

W1U 1QU

## 8.0 Policy Tracker

Date Created	Author	Revision due date
20 January 2019	Amanda Hughes	September 2019
Review Date	Reviewer	
17 August 2019	Amanda Hughes	August 2020
August 2020	Amanda Hughes	August 2021

Useful Information for pupils

<https://www.anti-bullyingalliance.org.uk/tools-information/if-youre-being-bullied/i-am-being-bullied>

Useful information for staff

<https://www.anti-bullyingalliance.org.uk/tools-information/schools-and-teachers>

Useful information for families

<https://www.anti-bullyingalliance.org.uk/tools-information/advice-parents>