



Rygaards International School Anti-bullying Policy

Rygaards School will not tolerate bullying in any form and will make every effort to prevent it happening. As a Christian school everyone (staff, students and parents) is encouraged to care for all people; for their feelings, their beliefs, culture and their belongings. Active re-enforcement of these values will help foster an environment where bullying is known to be unacceptable.

One of the chief aims of Rygaards School is to create an atmosphere of mutual respect and caring in a Christian spirit where everyone can grow in a positive social environment. This demands action against any form of threatening behaviour and bullying. At Rygaards, we aim to tackle unwanted behaviour long before it becomes bullying.

Definition of bullying

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else repeatedly, or over a period of time to put someone else in a state of anxiety. Any behaviour which wrongly uses a position of power in order to physically or emotionally hurt others is considered to be bullying behaviour.

All teaching staff will be alert for signs of distress in students – frequent unexplained absence, isolation, the desire of the smaller children to remain with adults, erratic attendances or deterioration of work.

In response to reported bullying teachers/parents will:

1. Take the report seriously.
2. Listen carefully to both victim and bully and also to witnesses.
3. Make it clear to all involved that the whole school disapproves of this kind of behaviour.
4. Re-assure the victim that he/she is not regarded as foolish or inadequate.
5. Support the victim by putting the school's bullying procedure into action.
6. Counsel the victim through the class teacher, friends, parents and school counsellor.
7. Counsel the bully, find the reason for the bullying and work out a plan of action for improvement by friends, class teacher, parents and school counsellor.
8. Concrete help will be offered to all concerned.
9. Meetings will be held between the school and the parents of both the victim and the bully.
10. If punishment is given, it will be made clear why.
11. Teaching colleagues will be advised of the outcome.
12. Teachers and parents will be aware at all times that we are role models for our students.

Recording Bullying

1. The following steps will be followed in recording repeated incidents of bullying.
2. The bullied person will be obliged to record the events in writing when appropriate.
3. The bully will also record the events in writing when appropriate.
4. The class teacher will record the discussions with both parties and put them in the student's file

5. Parents of students concerned will be asked to respond to the above in writing.

Sanctions

These lie within the general discipline policy of the school. They can range from obliging a student to perform extra duties after school to expulsion for repeated serious offences.

We aim to prevent bullying by:-

1. Having an agreed clear policy on bullying to which staff, students and parents are committed.
2. Upholding and building on the school's Code of Conduct.
3. Working together on promoting our school's Christian ethos which teaches:
 - a. the value of the individual
 - b. the importance of developing feelings of self-esteem, worth and respect
 - c. the importance of being part of a community and taking responsibility for one's actions within that community.
4. Raising awareness through the curriculum and the student council.
5. Creating opportunities for students to discuss bullying in general.
6. Maintaining a watchful supervision in problem areas in the building and in play areas.

Approved by the Board of Governors in April 2014