

# Anti-Bullying Policy



## Rationale

City American School promotes an atmosphere of tolerance and understanding in which all students can develop as happy and confident individuals.

CAS takes bullying seriously and is aware that bullying takes three principal forms: **verbal, physical and manipulative**.

1. Verbal – name calling, threats, insults or offensive remarks
2. Physical – hitting, kicking, deliberate pushing and jostling, taking of property
3. Manipulative – spreading rumors, sending malicious messages, cyber bullying (on social websites, email and messaging), ostracizing

Bullying often focuses on anything perceived as being different from the majority. This can undermine our work in promoting equal opportunities and teaching moral principles. Bullying may target aspects of body shape or appearance, class, race, religion, disability, or nationality.

Bullying is often seen as a prolonged ‘attack’ but it may also consist of a single unresolved event. We recognize the potential seriousness of all forms of bullying and will work with students and parents to resolve any problems as quickly as possible.

## CAS aims

- ▢ to create an atmosphere where all our students can reach their full potential within a safe and caring environment; therefore, bullying and other forms of antisocial behavior are not tolerated
- ▢ to make sure that all members of staff, parents and students understand what bullying is and that we will do to prevent it in school
- ▢ to ensure that students know what the school's policy is on bullying and are made aware of the Code of Conduct and behavior policy, which outline how students are expected to behave towards all other members of the School Community
- ▢ to ensure that all students know what to do if they are being bullied or if they know that someone else is being bullied
- ▢ through a range of school activities, to address issues relating to bullying, including how to deal with it when it occurs and how to prevent it
- ▢ to ensure that parents are made aware of the CAS anti-bullying policy and are assured that they and their children will be supported when bullying is reported
- ▢ to support students to change inappropriate behavior which causes others to feel sad, uncomfortable, or frightened

### **Who will deal with accusations of bullying?**

Parents and/or students may report incidents or periods of bullying to any member of staff, who will listen carefully and offer support and reassurance. All reports of bullying will be referred to the appropriate supervisor, who will investigate the issue in the first instance. All information will be recorded and kept on file.

Depending on the nature and seriousness of the allegation, the supervisor will report the case to the Section Head who may involve the Social Advisor or Principal.

### **How we will respond to allegations of bullying?**

- ▢ we understand that all parties involved, including the victim, the suspected bully, friends, and parents may be angry as well as upset and we will remain calm
- ▢ we will listen carefully and not make judgments until we have investigated thoroughly
- ▢ we will take immediate steps to ensure that the victim feels safe and reassured
- ▢ we will contact the parents of the victim and the alleged bully to ensure that we work together to resolve the situation
- ▢ we will work with the victim to develop strategies for counteracting bullying behavior
- ▢ we will listen carefully to the alleged bully to try to understand the reasons for inappropriate behavior
- ▢ we will work with the alleged bully to develop strategies for changing inappropriate behavior

- ☐ we will give the victim the opportunity to explain her/his feelings to the bully if s/he wishes to do so
- ☐ we will monitor the situation by asking for feedback from both sides
- ☐ we will follow the sanctions in the school Behavior Policy where punishment is necessary

Principal signature: \_\_\_\_\_