



Antibullying policy

Chartwell International School

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Values and principles

Chartwell International School is committed to ensuring that all students and all staff are able to learn and work in a supportive, caring and safe environment without the fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Chartwell International School. Bullying causes harm to those who bully, those who are bullied and those who watch. If bullying does occur, all students should know who to tell and know that incidents will be dealt with promptly and effectively. In the event of a bullying incident being unresolved, the school will take advice from outside agencies.

Aims and objectives of the policy

Aim is to:

- increase awareness and to encourage students to report concerns regarding bullying
- provide protection, support and reassurance for victims
- develop the self-confidence and self-esteem of all students
- develop an effective range of emotional 'self-defense' skills for all students
- promote an anti-bullying ethos amongst the whole school community.

What is bullying?

Chartwell International School accepts the DfE definition of what bullying behaviour is:

"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally or both". CIS also recognises that violence and abuse include any form of single or repeated verbal or non-verbal conduct that results in the actual or potential endangerment of the health, development, and dignity of a child or student. Neglect and negligent treatment between students shall also be considered a form of abuse.

Such behaviour constitutes bullying if:

- it is repetitive, willful or persistent
- it is intentionally harmful, carried out by an individual or a group
- there is an imbalance of power leaving the person who is bullied feeling defenseless.

Single incident with significant consequences will be dealt by the Safeguarding Team and according to CIS Safeguarding procedures.

Chartwell International School community recognises that being bullied undermines self-esteem and confidence, sometimes with devastating consequences. It can result in long-term psychological harm and it can undermine the ability to concentrate and learn; as a result, it can impact a young person's chance of achieving their full potential at school and in later life.

Specific types of bullying

- **Physically harmful behaviour:** Pushing, kicking, hitting, pinching, and other forms of physically abusive behaviour
- **Emotionally harmful behaviour:** such as taunting, spreading hurtful rumours and excluding people from groups, or cyber bullying.

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These can be further categorised as:

- **Verbal:** Name-calling, sarcasm, spreading rumours, persistent teasing. This now includes messages by mobile phone and e-mail
- **Emotional:** Excluding, tormenting, subjecting someone to ridicule, or humiliation
- **Racist:** Racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or abusive comments
- **Homophobic:** Any hostile or offensive action against lesbians, gay, bisexuals, transgender students or those perceived to be lesbian, gay, bisexual or transgender
- **Cyberbullying:** Mobile threats by text messaging and calls; all areas of the internet such as email and chat room misuse; misuse of associated technology e.g. camera and video facilities and use thereof to deliberately upset someone else. (PLEASE SEE SEPARATE CYBER BULLYING POLICY)
- **Extortion:** Taking money off a student against their wishes
- **Theft**
- **Blackmailing**

Signs and symptoms

A child may indicate by signs or behaviour that they are being bullied. All School staff and parents should be aware of these possible signs and, if worried, they should investigate the situation further.

If a child:

- is frightened of walking to or from school
- asks to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stuttering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- has unexplained illness
- begins to do poorly in school work
- arrives home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- has changed their eating patterns

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. This list is not exhaustive and any change in behaviour could be a sign of bullying.

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Prevention

Prevention is clearly the strategy of choice. This will be addressed in a variety of ways:

- At the whole school level, SLT, through assemblies, will inform students of the school's zero tolerance policy and the actions that will be taken to prevent bullying from taking place.
- Assembly time will also be used to challenge the notion that there can be innocent, neutral bystanders with regards to the issue of bullying.
- At classroom level - especially through Personal Development, PSHE and ICT lessons and class teacher class (CTC) - the focus will be on developing strong antibullying messages and E Safety.
- Chartwell International School recognises that there are particular times when students may be more vulnerable to bullying such as lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.
- Stereotypical views must be challenged and students will be encouraged to appreciate and view positively the differences in others - whether arising from race, culture, gender, sexuality, ability or disability. Inappropriate language will be challenged by staff.
- Parents will be informed of procedures and issues such as E-safety and cyberbullying through the email by the class teacher.

Parental involvement

Chartwell International School is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs. The school recognises the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying - either as victim or a perpetrator.

Parents who believe their children are the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly by the class teacher. Where parents have concerns about bullying, they should contact the appropriate class teacher or Head via school phone or email. CIS expects the active participation of parents in resolving situations involving violence and abuse, including participation in intensified educational and corrective measures. In the event of a lack of cooperation by the parents, the School shall undertake further steps in accordance with its internal procedures.

Implementation of the policy

All staff involved in the teaching and/or supervision of students will take responsibility for addressing incidents which fall within the school's definition of bullying and ensure that the victim receives the support required; the bully is informed of the unacceptability of their behaviour and a record is made on the Safeguarding concern form and send to the following email address: safeguarding@chartwell.edu.rs. These activities are carried out within the CIS's Safeguarding Team, which is responsible for collecting information, assessing the situation, and proposing appropriate measures. Records are maintained in accordance with internal procedures.

All students need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident management

The school will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. Bullying can be reported by a student to any trusted adult. When a member of staff receives information, either directly or indirectly, that a student may have been the victim of a bullying incident, this report will be taken seriously and investigated. The relevant Head and school counselor must be informed immediately of any alleged bullying incidents by filling in the **Incident/accident/concern form**. They will then decide if it is a safeguarding concern (confirmed case of bullying or not). If it is, the **Safeguarding concern form** is filled in and sent to safeguarding@chartwell.edu.rs. All reports and information concerning violence, abuse, or neglect shall be immediately forwarded to the School's Safeguarding Team. In cooperation with the Head of School, the Safeguarding Team assesses the situation, determines the level of risk, and undertakes appropriate measures in accordance with internal procedures. Depending on the assessed level and seriousness of the situation, the School is obliged to inform the parents and, where necessary, the competent external authorities.

The school will offer a proactive, sympathetic and supportive response to the victims of bullying. The exact nature of the response will be determined by the particular student's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling
- assertiveness training
- extra supervision/monitoring
- creation of a supportive environment
- informing/involving parents
- adult mediation between the perpetrator and the victim
- restorative approaches or restorative justice
- class teacher monitors the students involved after the issue has been dealt with, in an ongoing way and informs the relevant Head.

For students involved in bullying incidents

Chartwell International School takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. Steps will be taken to change the attitude and behaviour of the bully, as well as ensuring access to any help that they may need. We will respond to incidents of bullying behaviour in a proportionate way - the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary, they will be applied consistently and fairly. These sanctions may include: detention, or fixed-term exclusion. In the case of persistent bullying, the perpetrator may risk losing their place at the school. All incidents of violence between students, including physical, emotional, social, sexual, and digital violence, are treated as serious concerns regarding student welfare and are addressed in accordance with the School's internal Safeguarding policy and the procedures of the Safeguarding Team. In cases where this is provided for by internal procedures, the competent external institutions are also notified.

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At times a student who bullies other students may need advice and support, this may be done via class teachers or through a referral to the school counselor.

Bullying can be a form of child-on-child abuse, which is considered a safeguarding concern. Child on Child abuse is defined as a child abusing another child and can be physically or emotionally abusive. It can cause severe and adverse effects on children's emotional development. In particular, sexual violence, sexual harassment or harmful sexual behaviour between students, such as set out in the 'Sexual violence and sexual harassment between children in schools and colleges' (DfE, Sept 2021) would fall under this category. You can refer to the Safeguarding and Child Protection Policy for further information. The DSL/ADSL will be informed immediately of any bullying issues where there are safeguarding concerns and such issues will then be dealt with as Safeguarding issues, in line with the school's Safeguarding and Child Protection Policy.

Monitoring arrangements

This policy will be evaluated every year and updated by the designated SLT where necessary. The views of students, staff, board members, parents and outside agencies will be used to make changes and improvements to the policy on an ongoing basis.

Policy review

This policy is reviewed annually.
Reviewed August 2026