



NOBEL
International School
ALGARVE

International Section

OUR POLICY ON BULLYING

You can find this policy on our website. It has been created after internal discussion about the most up-to-date bullying issues that can affect young people. As with many areas of school life, successful practice relies on good communication between pupils, teachers and parents.

We invite you to read our policy.

1. General Statement

- a. Pupils at NOBEL International School Algarve are expected to behave at all times in a considerate and courteous manner. The main aim of the school is to foster the development of the whole person and so respect for each other as individuals is most important.
- b. Behaviour which falls short of these standards will not be tolerated and action will be taken to deal with it.

2. What is Bullying?

- a. Bullying is, broadly speaking, the continual demeaning of an individual or individuals: it is the desire of a pupil, or a group of pupils, to gain power over another pupil and may take specific forms. These can be divided into two main categories:
 - i) Physical, e.g. fighting, kicking, scratching, pushing;
 - ii) Psychological, e.g. name calling and mockery, staring, whispering, excluding and ostracising, stealing, witnessing without reporting.
- b. Bullying involves deliberate aggression in a relationship in which power is unequally distributed. It is persistent and results in the victim's pain and distress. Bullying behaviour may involve mockery of another's race, gender, sexual orientation and disability.

3. How is bullying shown?

It can be:

- Physical
- Verbal
- Social or psychological
- Cyber-bullying (sending emails; use of chat rooms; sending text messages or offensive images)

Signs of bullying

Pupils who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.

All staff should be aware of these possibilities and report promptly any suspicious of bullying to form teachers/tutors or to the relevant line manager.

4. Rights/Responsibilities

All pupils have a right to an education free from bullying. It is the responsibility of all adults in the school community to ensure that the schooling experience of all members of the community takes place in a safe, caring and protective atmosphere.

All staff will:

- know the policy and procedures
- be observant and ask pupils what is happening to them
- deal with incidents according to the policy
- ensure any incidence of bullying is reported, whether on-site or during an off-site, school organised activity.

5 Strategies to implement the school policy:

- All members of NOBEL International School Algarve should be made aware of this policy.
- Pupils are encouraged to tell an adult if they feel they are being bullied, rather than suffering in silence.
- Staff will deal promptly with any reported case of bullying. A written report of the incident will be made and passed to the relevant form teacher.
- The victim(s) will receive support from staff and will be encouraged to talk and to put down on paper his/her/their feelings.
- The bully (bullies) will also receive support from the staff to prevent any recurrence of the behaviour. Clear warnings will be issued about the sanctions which would be imposed following any recurrence of the behaviour.
- The relevant form teacher will determine an appropriate strategy and plan of action to combat the bullying and will involve the victim's form teacher/tutor in implementing these.
- Parents of both victim(s) and bully (bullies) will be informed in writing and the support enlisted.
- If the bullying persists, parents of the bully (bullies) will be asked to attend a meeting in school with senior staff.
- Sanctions will be imposed which include the possibility of permanent exclusion.

6 Prevention / Education:

- Form periods and timetabled PSHE lessons will, where appropriate, be used for discussion of relationships between members of the community. Pupils will be made aware of attitudes and behaviour which are unacceptable.
- Places and times which provide an opportunity for bullying to occur will be identified and monitored.
- Issues concerning bullying may be addressed in assemblies.

7 Review and Evaluation:

The policy will be reviewed and evaluated regularly (at least annually) to identify whether or not the strategies are working.

