



ANTI-BULLYING POLICY

W11

Policy owner:	Deputy Head Teachers (Pastoral)
----------------------	--

Policy agreed on:	September 2020
--------------------------	-----------------------

Policy reviewed on:	September 2026
----------------------------	-----------------------

Policy to be reviewed on:	September 2028
----------------------------------	-----------------------

DOCUMENT CONTROL TABLE

Status		Live
Policy owner		Deputy Heads Pastoral
Statutory/Recommended		Recommended
Date approved		September 2022
Review period		2Years
Latest review date		September 2026
Next review date		September 2028
Linked documents and policies		Behaviour Policy Safeguarding & Child Protection Policy ICT and Internet Acceptable Use Policy
Version	Date	Comments
1	June 2022	Reformatted
1.1	May 2025	Replaced Cyber with online Included restorative practices
1.2	June 2026	Updated Purpose to include updated vision and values. Procedures added - <i>The school will work with the bully to ensure they are aware that retaliatory behaviours towards the victim or anyone else involved in bringing the situation to light will result in further consequences being applied.</i>

CONTENTS

PURPOSE	4
WHAT IS BULLYING?	4
WHERE BULLYING CAN OCCUR	5
WHY IS IT IMPORTANT TO RESPOND TO BULLYING?	5
SIGNS AND SYMPTOMS	5
PROCEDURES	6
OUTCOMES	7
PREVENTION	7
POSITIVE ACTION TO TACKLE BULLYING	7
WHAT CAN ADULTS DO TO HELP PUPILS WHO ARE INVOLVED IN BULLYING?	8

PURPOSE

This policy is directly related to our vision, **Inspiring Minds**, and is underpinned by our Core Values of **Discovery, Courage and Humanity**. Every member of the Doha College community has the right to a safe and enriching educational setting, built on mutual respect. We believe children thrive when expectations are clear and consistently applied, positive behaviour is recognised and rewarded, and those who need additional support are helped to succeed. This policy recognises the rights and responsibilities of the whole college community in fostering a culture of achievement, well-being and success.

At Doha College, we are committed to providing a caring, friendly, and safe environment for all our pupils so they can develop in a secure setting. Bullying of any kind is unacceptable, whether it may occur within or outside of school or online. If bullying does occur, all pupils should be able to report incidents in the knowledge that they will be dealt with promptly and effectively.

Anyone who knows that bullying is happening is expected to tell a member of staff at Doha College. All incidents related to bullying are recorded on CPOMS to ensure an accurate historical record. This policy should be read alongside the Internet Acceptable Use Agreement and the Behaviour Policy.

Doha College is committed to safeguarding and promoting the welfare of children and expects all members of our community to share this commitment. Our commitment is underpinned by robust processes and procedures that seek to maximise opportunity, minimise risk and continuously promote a culture of safeguarding amongst our workforce and school community.

At Doha College, we take bullying extremely seriously. Pupils, parents, and carers should be assured that they will be supported when bullying is reported as set out in this policy. This policy sets out the principles and guidelines by which we seek to support pupils, identify bullying, and respond to bullying within the college. The school ethos is that bullying is not tolerated.

WHAT IS BULLYING?

Bullying is the use of unwanted, repeated and intentional harmful behaviour with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, and/or tormenting
- Physical - pushing, kicking, hitting, punching or any use of violence
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Racist – deliberate exclusion, racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Gender – using gender to discriminate or exclude
- Religious/cultural – targeting a pupil's faith, beliefs, or practices

- Intellectual – ridiculing a pupil and/or their attempts to engage in educational or related activities
- Online - includes misuse of the internet, email, social media, text messages, phone calls, and technology such as cameras and video. It can often lead to or support other forms of bullying.
- Discrimination and prejudice can also be a form of bullying.

WHERE BULLYING CAN OCCUR

- In school. This includes inside school buildings, on school grounds, on school visits, and anywhere where a teacher is present and responsible.
- Out-of-school. This is anywhere other than in school or on school grounds, and when there are no teachers or school staff responsible, for example, in shopping malls, in the street, on a bus, at home, at a friend's house or compound. It may also include incidents of "online bullying" between pupils. Whilst incidents of bullying may occur outside school, the nature of the community is such that the issue is likely to continue to affect pupils when they are in school. In such circumstances, staff will intervene where appropriate and in accordance with the Behaviour Policy.
- Online. This could happen anywhere, both in school and out of school, through various means of digital tools such as:
 - Gaming devices such as PS5, Xbox, Switch
 - Digital tablets/laptops/PCs
 - Phones
 - Social Media apps such as: Whats app, TikTok
 - Email, messaging services or video/phone calls

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Schools provide an environment where pupils explore the boundaries of acceptable social behaviour. Bullying may not start with a conscious intent to put down or harm another person (although sometimes it does). Bullying hurts, and no one deserves to be the victim of bullying. Everybody has the right to be treated with respect.

Pupils who have engaged in bullying behaviours need to learn different ways of behaving and pupils who are being bullied need to be supported and guided in order to respond appropriately. Our restorative practices, as set out in the Behaviour Policy, will form a key part of this work. All members of the Doha College community share a responsibility to respond promptly and effectively

to bullying issues. Pupils and parents or other adults who report incidents of bullying should be reassured that every step will be taken to prevent any opportunity for retaliation.

SIGNS AND SYMPTOMS

A pupil may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs:

- Is frightened of walking to or from school or an event with other pupils
- Does not want to go on the school or public bus
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Reports feeling ill in the morning or changes eating patterns
- A change in attitude towards their schoolwork
- Comes home with clothes torn or has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money
- Has food or other possessions continually 'lost'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive, or unreasonable
- Displays bullying behaviours to other children or siblings
- Appears anxious but is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone or is nervous when an online message is received
- Seems overly sensitive when social media is mentioned

These signs and behaviours could indicate other problems, but bullying should be considered a possibility.

PROCEDURES

Bullying issues are often complex, and there may not be a single approach that is effective or appropriate in all circumstances. Staff at Doha College are experienced in supporting pupils' development and will work with all parties to resolve any bullying issues.

A Behaviour Policy exists and forms the basis for Doha College's response to incidents of bullying, but certain actions and expectations under-pin its effective implementation.

- Bullying incidents must be reported to a member of staff
- The pupil's Head of Year and/or Deputy Head of Year in Secondary or Assistant Headteacher in Primary will investigate the incident as a first step
- In all cases, the incidents will be recorded by staff on CPOMS, and where the case is seen to be more serious, a senior member of staff will be assigned in accordance with the Behaviour Policy until a resolution is reached
- In all cases of bullying, parents will be informed and may be asked to come into a meeting to discuss the issue
- The bullying behaviour or threats of bullying will be fully investigated, and measures will be implemented to protect the victim and ensure that the bullying stops quickly
- Work will be undertaken to help the bully and/or bullies to change their behaviour and reflect upon their actions
- Where a child repeats any bullying behaviour and refuses to modify their conduct, more serious consequences will be applied and may ultimately result in their permanent exclusion from the College.
- The school will work with the perpetrator to ensure they are aware that retaliatory behaviours towards the victim or anyone else involved in bringing the situation to light will result in further consequences being applied.

OUTCOMES

The underlying aim is for all parties to understand the issues leading to the bullying, for apologies to be offered and accepted, and for further bullying behaviour to be avoided. Both the bully and the victim of bullying are supported by the College in this regard. Consequences will be given in accordance with the Behaviour Policy. In serious cases, fixed-term or even permanent exclusion will be considered.

The College is committed to using Restorative Justice to repair harm and prevent further incidents of bullying behaviour. Where possible, the pupils will be reconciled so that both parties can move forward with confidence. However, we recognise this may not be possible in all circumstances, and further strategies to support pupils while in school will be implemented, e.g., a bullying log.

After any bullying incidents have been investigated and addressed, each case will be monitored to ensure that repeated bullying does not occur.

PREVENTION

Doha College will use a range of methods to help pupils reduce incidents of bullying. Activities will take place in both the academic curriculum (through subjects) and the pastoral curriculum (PosEd and PSHCE).

As and when appropriate, these may include:

- Blocking of anonymous social media sites
- Involvement of the pupils in developing anti-bullying strategies
- Signing a behaviour contract
- Holding anti-bullying assemblies
- Having discussions as a class or form group about bullying, why it matters and how pupils can report instances of bullying
- Providing opportunities for staff feedback and staff training to develop effective anti-bullying practice

POSITIVE ACTION TO TACKLE BULLYING

What can pupils do to help themselves?

- Try to stay calm and walk away if this is possible
- Do not retaliate as this is often the response a bully wants (however difficult this may seem)
- Talk to friends, parents, and members of staff about how you feel and how they can help
- Always report incidents of bullying to members of staff (whether you or somebody else is involved)
- Realise that staff at Doha College have a great deal of experience in this area and want to help
- Keep copies of any text messages or internet pages that convey bullying messages

WHAT CAN ADULTS DO TO HELP PUPILS WHO ARE INVOLVED IN BULLYING?

- Pupils should know which adults to approach (usually the class teacher, Form Tutor, or Head of Year)
- System in place where pupils can pass on information anonymously, through the safeguarding email
- Set up mentoring and buddying programmes or extend existing programmes to tackle bullying
- Include anti-bullying strategies in assemblies and PSHCE/Pos-Ed programmes
- Involve the pupils in developing an anti-bullying strategy
- Ensure that bullies are punished and that the sanctions imposed are strong and clearly understood
- Ensure parents are aware and informed of popular internet sites that may be used for online bullying
- Ensure parents are aware of how to set online restrictions or modifications