



PA03 Anti-bullying Policy

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Shrewsbury International School Phnom Penh is committed to providing outstanding care and education to its pupils and to safeguarding and promoting the welfare of children and young people.

Shrewsbury International School Phnom Penh (SISPP) Complaints Policy

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Anti-bullying and Discrimination Policy (Child on Child Abuse) for Shrewsbury International School Phnom Penh (SISPP)

Introduction

Shrewsbury International School Phnom Penh (SISPP) is committed to providing a safe and inclusive learning environment for all pupils. This Anti-bullying and Discrimination Policy outlines our approach to preventing and responding to child-on-child abuse (bullying) within the school community.

Aims

- Ensure all pupils feel safe and valued at SISPP.
- Promote a culture of respect, kindness, and good behaviour.
- Provide support for both victims and perpetrators of bullying.
- Address all forms of bullying, including physical, verbal, social, and cyberbullying.

Definition of Bullying

Bullying is repeated, unwelcome behaviour that is difficult for the victim to defend themselves against. It can be:

- **Physical:** Hitting, kicking, tripping, taking or damaging belongings.
- **Verbal:** Name-calling, teasing, insults, spreading rumours, racist or homophobic language.
- **Social:** Exclusion, isolation, manipulation.
- **Cyberbullying:** Using technology to bully someone online, such as through text messages, social media, or email.

Preventing Bullying

SISPP takes a proactive approach to preventing bullying through:

- **Promoting a positive school culture:** We emphasise respect, empathy, and inclusion in all aspects of school life.
- **Curriculum integration:** Social and emotional learning is integrated into the curriculum to help pupils develop positive relationships and conflict resolution skills (eg. in PHSE lessons).
- **Staff awareness:** Staff receive regular training to identify and respond to bullying effectively.
- **Open communication:** We encourage open communication between pupils, staff, and parents.

Reporting Procedures

Any pupil who experiences or witnesses bullying should report it immediately to a trusted adult, such as a teacher, teaching assistant or Head of School. Reports will be taken seriously and investigated confidentially.

Responding to Bullying

SISPP will take appropriate action to address bullying incidents, including:

- Investigating the incident thoroughly.
- Addressing the concerns of the victim and ensuring their safety.
- Implementing sanctions for the perpetrator, which may involve disciplinary action, restorative conversations, or referral to external support services.

Support for Victims of Bullying

SISPP will provide support to victims of bullying, including:

- Individual counselling and support.
- Strategies for coping with bullying behaviour.
- Liaison with parents/guardians to ensure their support.

Support for Perpetrators of Bullying

SISPP will address the underlying causes of bullying behaviour and offer support to the perpetrator. This may involve:

- Restorative conversations with the victim.
- Disciplinary action.
- Parental involvement.
- Referral to external support services, if necessary.

Specific Types of Bullying

The policy includes detailed information on specific types of bullying, such as:

- Racist bullying
- Homophobic bullying
- Cyberbullying

Confidentiality

SISPP will maintain confidentiality throughout the investigation process, while also ensuring the safety and well-being of all parties involved.

Review

This Anti-bullying and Discrimination Policy will be reviewed regularly to ensure its effectiveness.

Contact Information

For any questions or concerns regarding bullying, please contact:

- The Principal
- Head of Primary

Additional Resources

This policy provides links to relevant resources and websites for further information on bullying prevention and support.

By working together, we can create a safe and inclusive learning environment for all pupils at SISPP.