



Rugby School
THAILAND

ANTI-BULLYING POLICY

Person Responsible:

Deputy Head, Pastoral (Senior and Prep)

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The health, safety and well-being of young people are of paramount importance to all the adults who work at Rugby School Thailand. Children have the right to protection, regardless of age, gender, race, culture, sexual orientation, or disability. They have a right to be safe in our school. Members of staff in the school have a legal and moral obligation to safeguard and promote the welfare of the pupils, taking all reasonable steps to protect them from harm whether from physical injury, abuse, neglect, emotional harm or from anything that interferes with their general development.

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The Rugby School Thailand Anti-Bullying Policy and all arrangements referred to herein have regard to the DfE advice 'Preventing and Tackling Bullying 2014'

Introduction

At Rugby School Thailand, our community is based on respect, good manners and fair play. In accordance with the DfE's guidance 'Safe to Learn', we are committed to providing a secure, safe and caring environment that is free from disruption, violence or any other form of harassment so that every pupil can develop to his/her potential. Pupils and staff are expected to treat other people as they would like to be treated themselves. This means being kind, generous, thoughtful and sensitive; above all else, kindness is key.

Rugby School Thailand prides itself on respect and mutual tolerance. Ours is a diverse community, with pupils from a variety of cultural, religious and ethnic backgrounds. Some pupils require additional support and help. Parents also have an important role in supporting The School to achieve high standards of behaviour. Good communication between home and school is therefore essential.

The PSHEE program, school assemblies and during Tutor/class teacher sessions pupils are given clear guidance as to their social and moral responsibilities as they progress through the school.

Bullying must be dealt with promptly and firmly whenever it is met. It is the responsibility of the whole School community to try to prevent bullying from happening.

Definition: What is bullying?

Bullying is when a pupil's life is made unhappy – or worse – by the actions or words of another person or a group of persons. Bullying varies according to age and school, but may include any or all of the following on a regular basis:

1. Physical assaults (to persons or property)
2. Verbal abuse (name calling, racist taunts, threats, swearing; it may involve actions or comments which focus on disabilities, gender, Special Educational Need or other physical attributes such as hair colour or body shape)
3. Exclusion from peer groups
4. Extortion
5. Aggressive or insulting gestures.
6. Psychological bullying – the spreading of nasty statements or rumours about someone; excluding someone from social groups
7. Cyber bullying (including chat room, email, e-photos and SMS messages)

The above can include: outright physical attacks, theft, vandalism, persistent teasing, swearing, nasty nicknames, personal insults, racial and sexual taunts, malicious gossip.

Bullying can take place regularly or occasionally. It can sometimes occur sporadically over a period of some years. It is always damaging however, and can also be a corrupting influence on other children who witness it happening.

The Bully

Bullies can have a low self-esteem, despite an appearance of confidence. They will generally seek to have their own way and will respond to stressful situations impulsively. Although it is impossible to generalise, bullies often:

1. Display aggression towards other pupils and adults
2. Have a tendency to break rules and engage in anti-social behaviour
3. Have an inability to recognise faults in themselves
4. Have an ability to communicate well and have an answer for everything
5. Display some leadership qualities and wish to dominate others

The Bullied

Pupils can be passive or provocative victims. The bullied are often:

1. New to the school (and may have been bullied at their previous school)
2. Different in appearance, speech or behaviour
3. Suffering from low self-esteem
4. Amusing to others in their reactions when bullied (loss of control etc)
5. Nervous, anxious or timid

Evidence of Bullying

Of themselves, the following are not evidence of bullying but may suggest it if several occur together or else are recurring:

1. Repeated minor injuries
2. Deterioration in schoolwork or significant changes in behaviour which have no apparent explanation
3. Tantrums
4. An air of detachment
5. Wariness
6. A reluctance to return to school after a break
7. An increasing lack of self-confidence: a withdrawal from voluntary activities or few friends
8. An unhealthy attachment to members of staff
9. Frequent complaints of being unwell
10. Eating problems

It is worth noting that adults can be bullies too: humiliation of a pupil by using sarcasm or harassment is serious misuse of the power one holds over a pupil. Such behaviour condones bullying by the pupils themselves.

Factors in the rise of bullying

1. Lack of parental guidance, warmth or love
2. Lack of adult supervision
3. Harsh physical or emotional treatment by adults
4. A poorly run discipline system (rules, rewards and punishments)
5. Lack of moral education
6. The behaviour of other pupils

Bullies thrive when

1. There is inadequate staff presence
2. There is a change of staff – and hence a change in habits and relationships
3. Boredom is prevalent in free time
4. There is overcrowding and no haven
5. Prefects are ill-advised or left to their own devices
6. The gulf between staff and pupils is too great for the sharing of problems
7. There is a lack of trust

Cyber bullying

Cyber bullying involves the use of information and communication technologies to support deliberate, repeated hostile behaviour by an individual pupil or group of pupils that is intended to harm the victim or victims. This misuse of electronic equipment can torment, threaten, harass, humiliate or embarrass an individual pupil or group of pupils.

At Rugby School Thailand we set out very clear rules and guidelines:

- From the outset when Prep/Senior pupils sign an Internet User's Agreement
- Through education in Computing lessons and advice from the ICT Manager
- Through reinforcement of rules by Tutors/class teachers
- Through talks and lectures to pupils, parents and staff
- At School Assemblies

Children who have Support for Learning (SfL) and Disabilities

Children who have SfL and disabilities may:

- Be adversely affected by negative attitudes to disability and perception of peers
- Find it more difficult to resist bullies
- Be isolated and not have many friends

To help children who have SfL:

- Make sure there is a quiet place in school to talk
- Understand the communication needs of the child
- Give the child time to calm down
- Make another adult available as a supporter
- Provide appropriate, comfortable support mechanisms for the child
- Look to introduce a befriending scheme
- Create a supportive and non-threatening environment
- Aim to promote a sense of disability equality throughout the school

ANTI-BULLYING: THE POLICY

The staff must wholeheartedly support this policy. While bullying is not common, it does occur and must be controlled.

Prevention

- A positive atmosphere and a spirit of cooperation within a school creates an environment in which helpfulness and kindness will flourish. To that end, 'Work Hard, Play Hard & Be Kind', are principles of behaviour which are reinforced in Assemblies, Tutor periods and Headmaster's Lessons, and which are posted around the school, provides the pupils with a framework for the right approach towards living and interacting with others in a school community.
- Effective discipline is also essential. Particular attention must be paid to the times when pupils are together in unsupervised groups: before a lesson, in a queue, free time etc.
- Pupils should be encouraged to recognise that bullying is unacceptable. 'Telling tales' may be one thing, but pupils should feel able to speak to members of staff should they so desire. All our pupils are encouraged to tell a member of the teaching or pastoral staff at once if they know that bullying is taking place. Every member of staff is trained on how to respond to such allegations as part of their INSET Safeguarding training.
- When staff are on duty during the School Day, they are trained to be alert to inappropriate language or behaviour. Particularly areas such as toilets and changing rooms.
- Staff should draw attention to any undesirable developments among the pupils by reporting the concern to the Tutor/class teacher or Dean and recording on MyConcern.
- The PSHEE programme is structured to enforce the message about community involvement and taking care of each other. It specifically tells pupils whom they should inform if they are being bullied, or are worried that another pupil is being bullied.

We display advice on where pupils can seek help – 'Support for Pupils', which includes details of confidential helplines such as:

- Childline Thailand (Tel: 1387 – 24 hour or Email: info@childlinethailand.org)
- Office of Child Protection Tel: 02-214-6030 / 081-930-3419 24 Hour or Email: cct.ero.advisor@gmail.com

Pupil reporting

Pupils know to report cases of bullying to any member of staff. Specifically this might include:

- Their Tutor/class teacher or Dean;
- Any member of teaching staff or admin staff they trust;
- Either School Counsellor;
- A matron or member of boarding staff.

They can also contact:

support@rugbyschool.ac.th

safeguarding@rugbyschool.ac.th

Response

The allegation of bullying should be heard by the Tutor/class teacher or Dean and opportunities to discuss matters in private should be organised. The appropriate staff must try to ascertain the facts and observe, rather than rely upon hearsay. A written record should be kept in MyConcern.

1. Take every incident seriously and make sure allegations are substantiated before taking action
2. Refer the matter to the appropriate Deputy Heads (Pastoral)
3. Speak sensitively to both bully and bullied, adopting a “no blame approach”
4. Attempt to ensure some measure of protection for the bullied
5. The bullied may require advice on how to avoid similar incidents in the future
6. The bully must feel the disapproval of the school and understand that his/her acts must stop.
7. Explanation must accompany any punishment. Confront the bully with his/her deeds and ask why he/she felt that he/she had to behave in the way he/she did.
8. A written record will be made of any incident recorded in MyConcern.
9. The Deputy Head will report any bullying incidents to the Head and to all the staff so that they are aware and keep an eye out for any further incidents.
10. It may be felt necessary that pupils be referred to a Counsellor. Pupils may also request to be referred to a Counsellor.

Action

1. Any bullying behaviour and threats of bullying must immediately stop. Repetition of an offence will be treated very seriously and a pupil will be punished. The seriousness of the punishment, which may involve suspension, will be proportional to the offence and age of the child
2. Parental involvement will take place where deemed appropriate
3. The Head will be involved where there is any serious occurrence or repetition of bullying by a child or group of children
4. In very serious cases, suspension or even exclusion will be considered

Parental Concerns

Rugby School Thailand will strive to achieve the highest standard of pastoral care for its pupils. If parents do have any concerns regarding the bullying of their child, they should make immediate contact with the relevant School. The relevant staff will be made aware of the concern and a thorough investigation will be carried out before reporting back to the parent and Head.

Staff Training

- New staff are made aware of anti-bullying procedures via communication from the Deputy Heads and via the Staff Handbook and HR Policy.
- There are regular updates during INSET and CPD sessions.

Conclusion

We should always be on the lookout for bullying and should respond to it at once. We must always stress that it is not wrong to tell an adult about incidents of bullying. Moreover, once an incident has been reported, both the bully and the bullied must be dealt with immediately.

Reviewed by: DRD - September 2020

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