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Dar es Salaam International Academy
Anti Bullying Policy 2016 (currently under review)

As stated in our mission statement, DIA aspires to create a nurturing environment, where students can develop not only academically, but also personally and socially. It is DIA's aim that students will develop strong social interaction skills, respecting other students and showing tolerance, understanding, appreciation and acceptance.

This is in line with the ethos of the IB, who "aim to develop...caring young people who help to create a better and more peaceful world through intercultural understanding and respect" (IB mission statement).

The IB Learner Profile encourages students to develop various qualities, among them to be principled, caring and open-minded.

This policy has been created in order to show DIA's commitment to promoting a safe, secure and nurturing school environment for all students. DIA recognizes the negative effect of bullying on students' development. DIA recognizes the value of the IB Learner Profiles, and supports and encourages students in achieving these goals.

This policy aims to

I) define bullying,
II) document how DIA will work towards preventing bullying.
III) outline a course of action for when students report bullying

This policy is guided by

• DIA's mission statement,
• The ethos of the IB
• Materials from 'Kidscape', the Department for Children, Schools and Families
  (dcsf) and Childnet International
• Students' answers to a questionnaire that they filled out about bullying in DIA

1. **What is bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focusing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of Internet, such as email & internet chat room misuse
	Mobile threats by text messaging & calls
	Misuse of associated technology, i.e. camera &video facilities (kidscape)

Bullying differs to teasing, in that bullying is;

• Deliberate
• Results in pain and distress
• Persistent
the Bully is more powerful than the person being bullied (kidscape)

Bullying is a serious problem that results in short term and long-term negative effects. A survey carried out by Kidscape in 1999, found that:

*'Contrary to popular opinion, bullying does **not** help children to cope better with adult life. In fact it has the opposite effect. Adults who were bullied as children tend to have problems with self-esteem, feelings of anger and bitterness, suicidal thoughts and attempts, and difficulty relating to people. Many were afraid of new situations and felt shy and easily victimised.....The bullies' harsh messages stuck with people and shaped them.'*

Children and teenagers may bully for the following reasons,

- Feeling powerless.
- Low self-esteem.
- Trying to get admiration and attention from friends.
- Fear of being left out if they don't join in.
- Not understanding how someone else is feeling.
- Taking out their angry feelings.
- A culture of aggression and bullying.
- Being bullied themselves.

Preventing Bullying in DIA

Students should be aware that bullying is not tolerated in DIA. The school atmosphere should be a positive and welcoming one, where students can be free from the fear of intimidation.

An anti-bullying culture should be set in place in DIA where students do not tolerate bullying, and where reporting bullying is not only acceptable, but necessary. Students should be made aware that DIA is a 'telling school'. This applies to when anyone is being bullied, not just a students friend.

Teachers award students merit points when they see a student demonstrating any of the attributes of the Learner Profile.

Anti-bullying workshops will be held throughout the year.
- Students will be taught what constitutes bullying, and will be presented with examples for discussions, supervised by homeroom teachers.
- There will be an emphasis on the act of 'by-standing'. This will be considered as assisting bullies. If someone is being bullied the students should either intervene, or report the situation to a teacher as soon as possible.
- Students will be made aware of the short term and long term effects of bullying.
- After the first homeroom Anti-Bullying meeting, students will create a list of class rules against bullying.

A teacher will be responsible for supervision during break times and lunchtimes to check for possible bullying, and so students have a teacher to report any issues to.

Intervention of bullying in DIA

Breaking up bully groups:

• Meet separately with the **child being bullied**; the child writes down what happened
• Meet with each **member of the group** individually - get them to write down what happened
• **Agree** with each child or young person separately what you expect and discuss how he/she has broken the school guidelines
• Meet with **the whole group** and get each young person to state what happened in his/her individual meeting. Ensure that everyone is clear about how they will act from that moment on.
• Prepare them to face their **peer group** - "What are you going to say when you leave here?"
• Reiterate to all pupils that they are all **responsible** if anyone is being bullied - there are no innocent bystanders
• **Talk to parents/guardians** of all involved - show them written statements
• **Keep a file** on bullying with all statements and consequences
• Teach bullied children **strategies** (see below)
• Do not accept **false excuses**
• If the bullying was an accident, did the children act by helping the victim or getting help or giving sympathy?
• If it was just a **laugh**, was everyone laughing?
• If it was a **game**, was everyone enjoying it?
• If a child is **injured**, parents should take photographs of the injury
• If groups of bullies from **outside your school** appear, take photographs - they tend to run when they see the camera
• If there is **serious injury**, contact the police
• Ensure bullied child is protected from any **retaliation**

(kidscape)

Cyber bullying

Supporting the person being bullied
• Make sure s/he knows not to retaliate or return the message
• Ask him/her to think about what information they have in the public domain.
• Help him/her to keep relevant information for any investigation (by not deleting messages they've received until they have showed a parent/teacher, for example)
• Check s/he understands simple ways to prevent it happening again, e.g. by changing contact details, blocking contacts or by leaving a chat room.

Dealing with cyber bullying

• If you know who the person responsible is, ask them to remove the content.
• Contact the host (e.g. social networking site) to make a report to get the content taken down.
• Use disciplinary power to confiscate phones that are being used to cyber bully and ask the pupil to tell you whom they have sent the message on to.
(dcsf)

Strategies for Children who are Bullied

- **Stop thinking like a victim** - you do not deserve this. Walk tall: pretend you are confident, even if you are not. Look at the bullies as if they are not frightening you, even if you do not feel that way inside.
- **Laugh** at or ignore comments. Bullies are ignorant and cowardly. They want your scared reaction - humour or silence might throw them off.
- You can shout *'No'* or *'Go away'*. But say it forcefully and walk away immediately. Practise in the mirror.
- If bullies are bothering you, do not react. Walk away as calmly and quickly as possible.
- Sign up for **self-defense courses**. These lessons don't mean you 'fight back', but they can help your confidence.
- Stay with a crowd - bullies usually pick on kids who are alone.
- Tell your parents/guardians or another adult and get their advice and ideas. You **need their help** and support.
- Keep a **diary** of all the events - time and place and what is said. This can help teachers to enforce serious consequences on the bullies.
- If there is a pattern to the bullying, alert teachers so they can catch the bullies without you being seen to be telling.
- Play "What would you do if...." with trusted people so you have ready answers to situations that might occur

(kidscape)

Dealing with Children who are Bullying.

- Remain **calm**
- Don't bully the child - it will make it worse
- Try to **find out** why the child is bullying, but don't turn it into the "Spanish Inquisition"
- Set realistic, firm **guidelines and rules** to help the child control his/her behaviour
- Ensure that the child **apologizes**, either in person or in writing to the child he/she bullied.
- Bullies need to achieve some success to make them feel good about themselves. Help them to find something they can do well and often their behaviour will change.
- If the situation is not serious, give it time to sort itself out
- If it is serious, don't hesitate to **get help**. Get in touch with the educational psychologist or seek help through the child's GP.

(kidscape)

Consequences for Bullying at DIA

Consequences for behaviour issues will vary depending on the severity of the offense. DIA has zero tolerance for bullying. Any student suspected of such offense will be sent directly to the Head of School and this may result in suspension or immediate expulsion. (Please refer to the PYP/MYP Behavior Policies). Please note that all suspensions are noted on the termly report cards.

Following instances of bullying, the class involved or whole school where necessary, will attend an anti-bullying workshop that will directly address the type of bullying, and the responsibilities of others in the class or school who knew of or suspected the bullying.

Resources

http://www.bullying.co.uk/advice/bullying-policies-1
A review of different methods for dealing with bullying.

www.childnet-int.org
An international website working to make the internet a safer place for children.

www.dcsfcyberbullyingsummary.pdf
A good general report on cyberbullying, with advice and recommendations.

www.kidscape.org.uk
A website with a comprehensive list of resources regarding different types of bullying.

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