CAPITAL SCHOOL BAHRAIN

Anti-Bullying Policy

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1. Statement

At Capital School Bahrain, we are fully committed to providing a safe, inclusive, and respectful environment where every child feels secure and supported. Bullying of any kind is unacceptable and will always be treated with seriousness. It causes distress, affects learning, and harms the wellbeing of individuals and the wider school community.

We acknowledge that bullying can occur in any school setting, but our strong stance and proactive approach aim to reduce the risk and respond effectively. This policy is shared with all members of our school community – staff, pupils, and parents – and is central to our commitment to pupil welfare.

2. Aims

- To ensure every pupil learns in a safe and supportive environment, free from intimidation or fear.
- To respond to all incidents of bullying in a consistent, timely, and appropriate manner.
- To foster a culture of kindness, empathy, and open communication throughout the school.
- To empower children with the knowledge and strategies to prevent, report, and cope with bullying.

3. What is Bullying?

Bullying is aggressive or insulting behaviour by an individual, or a group of individuals that intentionally sets out to hurt or harm another individual, or group of individuals. The hurtful behaviour may be repeated over a period of time and, if allowed to continue in the social context of a school, can become an established and accepted form of behaviour. Thus making it extremely difficult for victims to defend themselves. It can take various forms:

- Physical- for example fighting. damaging or hiding someone's clothes or belongings;
- Psychological- for example, excluding someone from a group, activity or place; aggressive name-calling; cyber-bullying (ie. via social networking websites, telephone calls, text messages, photographs or emails), or unpleasant remarks or actions related to any of the following:
- Race, religion or culture;
- Inappropriate social behaviour (talking to or touching someone in a sexually inappropriate way)
- Gender
- Disability
- Intellectual or other abilities.

Any behaviour that a reasonable bystander would consider as calculated or intended to hurt or upset the victim is wrong and may well constitute bullying. It cannot be justified if the bully says or believes that the victim is not upset or hurt by his/her actions or words. Sanctions of any kind against a pupil are the responsibility of staff alone (in conjunction with parents), and no other pupils.

Anyone may be at risk of being bullied, even an adult, but younger children are particularly at risk. The school recognizes that bullying often takes place out of school, but the fear generated has a significant effect on the right of each young person to feel safe at school.

Equally, we recognise that pupils seldom admit to being the victims of bullying, as they are afraid of reprisals or being accused of being an informer.

4. Recognising the Signs

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, clinging or staying close to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying or intimidating behaviour in school.

Children who are being bullied may:

- Become withdrawn, anxious, or distressed
- Show changes in behaviour or academic performance
- Avoid school or specific people
- Complain of physical symptoms such as headaches or stomach aches

We encourage children to speak up and ask for help – no one should suffer in silence.

5. Prevention – Our Whole School Approach

Capital School Bahrain works actively to prevent bullying by:

- Promoting respect and kindness through assemblies, PSHE, and everyday practice.
- Clearly communicating behaviour expectations and reinforcing positive relationships.
- Training staff to spot early signs of bullying and act promptly.
- Empowering pupils through peer support, open dialogue, and confidence-building.
- Establishing a safe culture where pupils feel comfortable reporting concerns.

All pupils are educated on what bullying is, how to respond, and where to get help.

6. Reporting and Responding

All concerns about bullying should be reported to a trusted adult – whether it's a class teacher, teaching assistant, counsellor, or member of SLT. We take every report seriously.

The school will:

- Investigate incidents sensitively and fairly
- Speak to all parties involved
- Keep parents informed
- Record incidents and track behaviour patterns
- Apply restorative or disciplinary measures where appropriate

7. Working with Parents/Carers

We value our partnership with parents and will keep families informed when bullying concerns arise. Parents are encouraged to report concerns to the class teacher or a senior member of staff. Together, we can support all children involved and foster understanding and resolution.

8. Investigating and Resolving Incidents

Incidents will be documented and investigated by relevant staff. The focus is to support the victim and help those involved reflect and make positive changes. When needed, pupils may be offered additional support, mentoring, or counselling.

Senior leaders regularly review reported incidents to identify patterns and ensure effective responses.

9. Sanctions

When bullying is confirmed, appropriate consequences will be applied. These may include:

- Reflective discussions or restorative meetings
- Loss of privileges
- Behaviour plans or contracts
- In serious cases, suspension or exclusion

Each case is treated individually and with care, prioritising the safety and wellbeing of all pupils.

10. Monitoring and Review

This policy is reviewed annually by the Senior Leadership Team. We consult pupils and staff regularly to assess the school climate and improve our approach.

Reviewed: July 2025
Next Review: July 2026