



# Anti-Bullying Policy



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Director



This Policy has been approved by: School Director

Please note: 'School' Refers to the European School; 'Parents/Guardians' refer to Parents/Guardians, and carers.

This is the whole school Policy, which also applies to the European Kindergarten and Primary Year Programme.



## **Anti-Bullying Policy**

European School is dedicated to maintain a safe environment in which all individuals are treated with respect and dignity.

Harassment/bullying at ES are not acceptable and it is important that all members of the school community know this.

The School strictly prohibits harassment or bullying of or by any member of the school community. This includes harassment or bullying based on religion, color, gender, sexual orientation, special education needs and disability, national origin, citizenship, or any other basis protected by law.

### **Aims of this policy**

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in.

All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

The aims of this policy are

- to demonstrate that the ES takes bullying seriously and it will not be allowed in school.
- to take measures to prevent all forms of bullying in the School;
- to support everyone to identify and protect those who might be bullied;
- to help and teach the students to protect themselves from bullying.

### **Definition of Harassment/Bullying**

Bullying is when people repeatedly and deliberately use words or actions against someone or a group of people to cause distress and risk to their wellbeing. These actions are usually done by people who have more influence or power over someone else, or who want to make someone else feel less powerful or helpless.

Bullying can threaten students' physical and emotional safety at school and can negatively impact their ability to learn. The best way to prevent bullying is to stop it before it starts<sup>1</sup>.

### **Types of bullying include:**

- Emotional abuse (e.g. isolating an individual from the group or emotional blackmail).
- Threatening and intimidating.
- Verbal or written epithets, Name-calling, quips or negative stereotyping.
- Denigrating or hostile written or graphic material.
- Jokes, pranks, or other forms of supposed humor that is in fact demeaning or hostile.
- Physical abuse (e.g. hitting, pinching, spitting, biting, kicking, pushing, etc.).

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<sup>1</sup> (U.S. Department of Health and Human Services)

- Verbal or mobile telephone / online (internet) message abuse through any electronic means of communication, e.g. internet chat rooms, blogs, email, networking sites, etc. – this type of non-physical bullying may include sexual harassment.
- Cyber-bullying through any electronic means of communication e.g. mobile phones, videos, cameras, internet sites, social networking sites, emails, text and instant messaging services, social media, such as Twitter and Facebook, photo-sharing and video-sharing applications, etc. – these can include real or manipulated images, and sexting<sup>2</sup>.
- Unwanted conduct affecting the dignity of others related to age, sex, religion, nationality, race, sexist, age, homophobic, special education needs and disability, disability, sexual orientation or any other personal characteristic.

This list is not all-inclusive. Other unwelcome acts or comments of an aggressive nature also may constitute harassment/bullying.

### **Strategies for Dealing with Harassment/Bullying**

There are essentially two strands to our policy:

1. Prevention – the whole school approach to awareness and prevention
2. Dealing with Incidents

#### **Prevention**

- **Create an environment of Respect**
  - Our school environment must be one in which all students are valued by all staff members and by their peers;
  - Staff is given training to ensure that they understand the purpose of the “Anti-Bullying Policy”, the legal responsibilities of the School and how to resolve problems and seek support.
- **Education in the Curriculum**
  - Respect for the individual is at the heart of all curriculum programmes;
  - Head of Departments/subject teachers are responsible for raising anti-bullying issues as appropriate.

#### **Dealing with Incidents**

- If the School determines that this policy has been violated, the violator will be subject to appropriate disciplinary action;
- The School recognizes that harassment and/or bullying can cause serious harm to innocent persons. If any investigation results in a finding that one student consciously accused another student of harassment and/or bullying, the student will be subject to disciplinary action.

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<sup>2</sup> (Healthdirect Australia)

## **Procedures**

### **What can you do if you are being bullied?**

- Remember that silence is the bully's greatest weapon!
- Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- Seek help from your advisor/houseparent/school nurse or any other adult whom you feel comfortable talking to.
- Try to stay calm.
- Don't let hurtful words beat you down.
- Be proud of who you are. It is good to be individual.
- Try not to show you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Get off the internet! Avoid checking the internet (even though you want to).
- Delete accounts where you are bullied. Take a screen shot so that you can share it with your parents or others for evidence and support.
- Don't respond to online bullies – getting into online conversations/chats can make you feel worse.
- Brush it off with humor.
- Tell someone you trust – friend, parent, teacher, and mentor.
- Spend more time with people who make you feel good about yourself.
- Teachers/Staff will take you seriously and will support you.

### **If you know someone is being bullied:**

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bully without getting you into trouble.

### **What can teachers do to stop bullying?**

- Give support to those who are bullied
- Help those who bully to change their behaviour
- Investigate the facts
- Meet the bullies and their victims individually
- Inform parents of the victim and of the bully

### **Involvement of Parents**

Parents, as well as all staff and students, should know that the School will not tolerate harassment/bullying, and that it takes a positive approach to educating pupils to combat it.

Parents of student who are being bullied and parents of the bullies will be involved in the solution to the problem as deemed appropriate.

## **Cyber Bullying**

The European School pays special attention to cyberbullying and protecting students from this type of bullying when teaching and learning online.

### **Definition of Cyber Bullying**

Cyber Bullying is the use of electronic information and communication devices to willfully and repeatedly harm either a person or persons through the medium of electronic text, photos, or videos. Examples of this behavior include but are not limited to:

- Sending false, cruel, vicious messages
- Creating websites that have stories, cartoons, pictures, and jokes ridiculing others.
- Breaking into an email account and sending vicious or embarrassing materials to others.
- Engaging someone in electronic communication, tricking that person into revealing sensitive personal information and forwarding that information to others.
- Posting of a student picture without their permission.

Bullying of this nature creates a hostile, disruptive environment on the school and is a violation of a student's right to be safe and secure. Cyber Bullying and Harassment will not be tolerated. Actions deliberately threatening, harassing, intimidating an individual or group of individuals, placing an individual in reasonable fear of harm or damaging the individual's property; or disrupting the orderly operation of the school, will not be tolerated.

The online activities and technologies often used by students engaged in Cyber Bullying include but are not limited to social networking sites, chat rooms and discussion groups, instant messaging, text messaging, computers, cell phones and personal digital devices, digital cameras, cell phone cameras, and web cams. As new technologies emerge, they too may be included with the above forms of electronic communication.

Issues that make cyber bullying different from 'traditional' bullying:

- 24-7 nature - the nature of online activity means you can be in contact at any time.
- There is the potential for a wider audience and bullying incidents can stay online, for example: a photo that you cannot remove
- Evidence - a lot of cyberbullying incidents allow those experiencing it to keep evidence - for example, take a screen shot - to show to school staff or police if needed.
- Potential to hide your identity - it is possible to hide your identity online which can make cyberbullying incidents very scary
- Degree of separation - people who cyberbully often do not see the reaction of those experiencing it so it can sometimes be harder for them to see the impact of their actions.

## Cyberbullying Prevention

### Teachers:

- Let students know that it is OK for them to report any online abuse that happens to them.
- Participate in training on cyberbullying prevention to better understand it and learn strategies for addressing it.
- Teach students about what cyberbullying behaviors are and why they are wrong.
- Create an environment of mutual respect and tolerance in the classroom.
- Incorporate the internet and social media into lesson plans to teach students how to be respectful to others online.
- Work closely with parents so they understand cyberbullying.
- Implement anti-cyberbullying policies in the classroom.

### Parents:

- Monitor children's online activities.
- Take away children's mobile devices if they are caught mistreating people online.
- Teach children how to use technology responsibly.
- Find out whom children are speaking to, and making friends with, online.
- Understand the signs of someone who is a bullying victim.
- Learn how to use the technology that children are using in order to get a perspective of their online world.

### Students:

- Think before making every post online and avoid making posts that can have a negative effect on your reputation.
- Learn what cyberbullying is and what behaviors are involved in cyberbullying.
- Avoid putting inappropriate photos online because they can be the fuel that cyberbullies use.
- Avoid opening messages from known bullies.
- Treat everything and everyone with respect.

This document is available for any interested person from the school's website; also, it's included in the Student/Parent Handbook and on request from the School Office.

Content of this policy is directly discussed with new staff upon induction into the School.

This policy applies both at school and outside of school.

## Bibliography

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