



Anti-Bullying Policy



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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:

- 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 starts¹.

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.).
- 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

¹ (U.S. Department of Health and Human Services)

video-sharing applications, etc. – these can include real or manipulated images, and sexting².

- 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.

² (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.

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

Healthdirect Australia. *Cyberbullying*. 2018.

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Marymount International School. *ANTI-BULLYING POLICY*. n.d.

U.S. Department of Health and Human Services. *Stop Bullying on the Spot* . 2018.

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