



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

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.
- ✦ to determine steps and procedures following the incident.

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.

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

- ✦ 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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- ✦ 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 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;
- School community is given training to ensure that they understand the purpose of the “Anti-Bullying Policy”, the legal responsibilities of the School, how to identify bullying and report it immediately to program coordinator.
- Anti-Bullying policy is presented to students by teacher and explained in age-appropriate language.
- School offers anti-bullying weeks (campaigns) annually, organized by student well-being team, programme coordinators and teachers.
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✦ **Education in the Curriculum**

- Respect for the individual is at the heart of all curriculum programmes;

² (Healthdirect Australia)

- Head of Departments/subject teachers are responsible for raising anti-bullying issues as appropriate.
- Heads of departments / teachers are responsible to include bullying-related topics into the curriculum and discuss them in classroom environment as part of teaching.
Teacher and counsellor collaborate to improve social and emotional skills and teach code of conduct, with appropriate activities, within the curriculum.

Dealing with Incidents / intervention

- ✦ If the School determines that this policy has been violated, the violator will be subject to appropriate disciplinary action;
 - Programme coordinator decides the disciplinary consequence given to a bully, according to the programme regulation.
 - Programme counsellor is immediately involved in the incident management.
 - Counsellor works individually with each side of incident, with their parents/guardians, teachers. If necessary, counsellor works in groups or pairs.

Procedures

- Each case of bullying, witnessed by a student or staff, should be immediately reported to program coordinator.
- The school will make reasonable efforts to keep a report of bullying confidential.
- Incident will be reported with official protocol document.
- The incident will be reported to the parents or guardians of both sides immediately by a program coordinator or homeroom teacher.
- The school director will be immediately informed about the incident
- The bully will be the subject of a disciplinary action, determined by program protocol (internal exclusion, fixed term exclusion, etc.)

Counselling

- To have broader picture of relationships and dynamics in classroom, counsellor observes both parties in natural environment (classroom, school yard).
- Teachers will be interviewed or asked to fill out a questionnaire in order to investigate the case.
- Based on the obtained information, counselor plans individual work with a bully.

- Counsellor work with the parent/guardian of the bully.
- The bullied student gets support and regular counselling from programme counsellor.
- The parents/guardians of the victim get support and counselling from program counselor.
- If necessary, school counselor works in pair with the parties.
- Teacher and counsellor collaborate to plan the activities that should be used at class to target the problem – talks, discussions, film, short-stories, team building games, etc.
- Teacher and counsellor collaborate to decide the physical distancing of parties, to prevent further cases.
- If the bullying involves overtly violent or unlawful acts, school immediately contacts the appropriate institutions.

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.

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