



European School LTD
შპს ევროპული სკოლა

Anti-Bullying Policy



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Anti-Bullying Policy

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

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 anti - bullying 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 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.

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 or other forms of supposed humor that are 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 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,, 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 bullying.

Strategies for Dealing with Bullying

There are essentially two strands to our policy:

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

Prevention

- 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.
- School offers anti-bullying weeks (campaigns) annually, organized by student well-being team, programme coordinators and teachers.
- 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 the classroom environment as part of teaching.
- Teachers and counsellor/psychologist collaborate to improve social and emotional skills and teach code of conduct, with appropriate activities, within the curriculum.
- Anti-Bullying policy is presented to students by teachers and explained in age appropriate language.

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 consequences given to a bully, according to the legislation and school regulation.
- Programme counsellor/ psychologist is immediately involved in the incident management.
- Counsellor/psychologist works individually with each side of the incident, with their parents/guardians, teachers. If necessary, the counsellor works in groups or pairs.

Procedures

- Each case of bullying, witnessed by a student or staff, should be immediately reported to the head of the program/program coordinator/counselor/psychologist/ school child protection officer
- The school will make reasonable efforts to keep a report of bullying confidential.

- Incidents will be reported with an official protocol document. All incident materials are kept by the School Student Wellbeing Services.
- 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 informing about the incident
- The bully will be the subject of a disciplinary action, determined by school protocol (internal exclusion, fixed term exclusion, etc.)

Counselling

- To have a broader picture of relationships and dynamics in the classroom, the counsellor/psychologist observes both parties in a 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, the counselor / psychologist plans individual work with a bully.
- Counsellor/psychologist works with the parent/guardian of the bully.
- The bullied student gets support and regular counselling from the program counsellor.
- The parents/guardians of the victim get support and counselling from the program counselor/psychologist.
- If necessary, a school psychologist/counselor works in pairs with the parties.
- Teachers and counsellor / psychologist 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 / psychologist collaborate to decide the physical distancing of parties, to prevent further cases.

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.
- ◆ 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).
- ◆ 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.

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 Cyberbullying

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.

Bullying of this nature creates a hostile, disruptive environment in the school and is a violation of a student's right to be safe and secure. Cyberbullying 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 Cyberbullying 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 cyberbullying 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 screenshot - 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 posting 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 to anyone interested on the school website; It is also included in the student / parent textbook and can be requested at the school office.

The content of the policy is discussed directly with new employees upon their admission to the school. This policy applies both inside and outside the school.

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5. U.S. Department of Health and Human Services. *Stop Bullying on the Spot* . 2018. <<https://www.stopbullying.gov>>.
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