



BRITISH INTERNATIONAL SCHOOL ANTI-BULLYING POLICY

The BIS Community is committed to making our school a safe and caring environment for all students. We will treat each other with respect and refuse to tolerate bullying of any kind.

Definition:

"A person is bullied when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons, and he or she has difficulty defending him or herself." (Dan Olweus, 1993)

This definition includes three important components:

1. Aggressive behaviour that involves unwanted, negative actions.
2. Pattern of behaviour repeated over time.
3. An imbalance of power or strength.

Bullying is unfair and one-sided. It happens when someone keeps hurting, frightening, threatening, or leaving someone out on purpose.

Bullying behaviours include the following:

- Hurting someone physically by hitting, kicking, tripping, or pushing
- Stealing or damaging another person's things
- Ganging up on someone
- Teasing someone in a hurtful way
- Using put-downs, such as insulting someone's race or making fun of someone for being a boy or a girl.
- Touching or showing private body parts
- Spreading rumors or untruths about someone
- Leaving a person out on purpose, or trying to get other kids not to play with someone

Students/pupils at BIS are expected do the following things to prevent bullying:

- Treat each other respectfully
- Refuse to bully others
- Refuse to let others be bullied

- Refuse to watch, laugh, or join in when someone is being bullied
- Try to include everyone in play, especially those who are often left out
- Report bullying to an adult.

Teachers and staff are mandated to prevent bullying and help children feel safe at the school:

- Closely supervise pupils/students in all areas of the school and playground.
- Watch for signs of bullying and stop it when it happens.

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- Respond quickly and sensitively to bullying reports using the **Four-A-Response** process (Affirm Feelings, Ask Questions, Assess Safety, and **Act** by coaching child on what to do in the future).
- Look into all reported bullying incidents.

Consequences for Violation of the Anti-Bullying Policy

Depending on the severity and nature of the incident, BIS will take one or more of the following steps when bullying occurs:

▪ **Intervention, Warning, and Redirection**

A teacher, a staff member or a vice principal, will ensure that the immediate behavior stops, and reinforce to the student that bullying will not be tolerated. During this meeting with the student, the staff member will redirect the student and come up with a plan for success, in case they find themselves in a similar situation in the future.

▪ **Notification to Parents**

School staff will notify the parents of involved pupils/students. The parents might be asked to meet with the vice principals or other members of the school staff, including the pupil/student's teacher and/or the school counselor.

▪ **Resolution with the Target of the Bullying**

The pupils/students may be required to write a letter of apology to the pupils/students who were bullied. Depending on the nature of the incident, the pupils/students involved may meet to help resolve the problem and ensure it does not happen again.

▪ **Referral to Professional School Support Staff**

The pupil/student may meet with the school counselor to help prevent future violations.

- **Consequences**

The pupil/student may serve one or more days of detention during recess, or lose school privileges.

- **Suspension**

In cases of severe or repeated bullying, the pupil/student may be suspended under school disciplinary policies.

PARENTS and PUPILS/STUDENTS

Please sign the parent/pupil/student agreement and cut along the dotted lines and send the agreement portion back to the school.

British International School Anti- Bullying Parent/Student or Pupil Agreement

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I, _____, promise that I will do my best to keep our school a safe and caring place.

This means that I will:

1. Treat *everyone* with kindness and respect.
2. Resolve disagreements with other pupils/students peacefully.
3. Never tease, hurt, name-call, or bully another pupil/student.
4. Refuse to join in if I see someone else being bullied.
5. Ask for help from an adult if I am bullied or see someone else being bullied.

Date: _____

Pupil's/Student's Signature: _____

Parent's Signature: _____