

Regarding “Take care of each other”

Anti-Bullying Policy

Sønderborg International School is committed to creating and maintaining a safe and secure environment for all our pupils and staff. Bullying is an unacceptable form of behaviour, which can cause life long, profound emotional and physical harm.

At Sønderborg International School (SIS) we make every effort, first and foremost, to prevent occurrences of bullying. We actively work towards our school values in our daily school life.

As well as following the values of the school, all teachers aim at ensuring a safe and secure environment, through presence, advice and conflict handling in a professional way.

The primary aim of this policy is to protect the child being affected and change the behaviour of the bully. Bullying behaviour will be dealt with using positive behaviour management. Please note that the terms ‘bully’ and ‘victim’ will be used for the purposes of this policy, but it is unhelpful to use these labels directly to any children involved.

- 1. Definition of Bullying**
- 2. Advice to be followed to help prevent/monitor bullying behaviour**
- 3. Procedures to be followed by staff and parents**
- 4. E-Bullying**

1. Definition of bullying

Our school believes it is extremely important to understand the difference between teasing for fun and serious teasing - which is a precursor for bullying.

Teasing for fun:

Children tease each other for fun on a regular basis. It is a core element to having friendships. Sometimes children can become upset, even when being teased for fun. However, teasing and conflicts are natural processes between children. It helps them to develop social competencies, confidence and identity. At SIS, all staff members work towards helping children deal with conflicts in a positive manner. We help them to become independent in dealing with conflict; giving them tools and strategies to manage situations.

Bullying

1. Bullying:

- Is when children are excluded from a community, for example a group of children.
- Takes place in and around a group, where children are playing visible roles.
- Is characterised by repeated exclusion for periods of time.
- Can happen directly or indirectly due to the actions or words of others.
- Takes place in a social context.

2. Bullying can be:

- Non-verbal/emotional - Acting spitefully, talking behind backs, ignoring, pulling faces etc.
- Verbal - Calling names, laughing, swearing, spreading rumours, etc.
- Physical - hurting someone physically, with the intent to harm them.

At SIS, we recognise that bullying can take place around a community of children. Thus, the cause and the solution to any issue cannot just be found within the 'bully' and the 'victim' alone.

2. Advice to be followed to help prevent and monitor bullying behaviour

(a) Advice to Staff

- Watch for signs of distress, especially in new pupils.
- Be vigilant when walking around the school.
- Be aware of trouble spots.
- Intervene when in doubt.
- If you suspect bullying behaviour is happening, follow the procedures set out below.
- Communicate to each other what you have seen or what you are concerned about, across all classes.

(b) Advice to Parents

- Discuss what bullying is, including cyberbullying, with your child, explaining the dangers of becoming a bully, and talking about strategies of what to do if they become a victim.
- Watch for signs of distress especially in your child e.g. irrational and changeable behaviour, reluctance to go to school, change in appetite and/or sleeping habits, frequently feeling unwell, torn, damaged or missing clothing or belongings.
- Discuss your concerns with your child, remembering you don't have to have immediate answers.
- If you suspect bullying is going on discuss it with the class teacher in the first instance. Please write an email to arrange a meeting (use Intra).

Parents are encouraged to arrange groups of children for play-dates. This is an extremely positive way of preventing bullying, as children learn to get along with all members of their class in a safe, home environment. It helps create good memories for the children which can kick start friendships.

(c) Advice to pupils

- Remember that what one pupil sees as fun may be hurtful to another.
- Ask yourself, "Would I like to be treated that way?"
- Don't stand by when bullying occurs.
- Talk on behalf of the victim who may be too scared to speak effectively and/or report the incident to a teacher

- If you feel you are being bullied, don't bottle it up: talk to someone you can trust – a parent, teacher, friend, counsellor. Remember it is not your fault if you are being bullied. Look out for peer mediators, teachers and playground friends to help you solve conflicts

3. Procedures to be followed by staff, pupils and parents

Procedure followed by the school when bullying is reported or suspected

Any staff member who sees or suspects bullying must log their concern using the class log on Intra. After they have logged their concern they must speak to the class teacher/s of the children concerned.

The class teacher/s involved must:

- Report the incident in the class log.
- Speak to all children involved within two days of a report of bullying being made. They should listen with an open mind and provide comfort and support to both parties.
- Call the parents of the children involved (where appropriate) to ask for a meeting. Staff are encouraged to call a meeting where both sets of parents can speak together, to help find a holistic solution to the bullying.
- Inform all other staff members of their concerns, so that they can help monitor the situation
- Follow-up with any meetings and discussions: i.e. emailing parents, monitoring the children and helping to implement change (making lunch time playgroups, working with children in small groups etc.)
- All decisions made regarding the bullying must be logged in the class log of the individual child.
- If the issue cannot be solved this way the last step is to take it to the headmaster who will invite to a meeting to discuss the matter and possible consequences for the child. Expulsion is an option here.

Procedure to be followed by the parents

Parents play a crucial role in helping to prevent and deal positively with bullying behaviour. If a parent has concern that their child is being bullied they must:

- Contact their child's class teacher immediately via Intra, stating the reasons for their concern
- Talk to their child: Explain that the bullying behaviour is not acceptable and tell them that staff will do everything they can to help them. Do not complain or speak negatively about the suspected bully, nor their parents.
- Be open to meetings with class teachers and other parents to find a solution

At SIS we encourage parents to contact one another when conflicts arise between their children, where appropriate. This way, they can work together to forge a better relationship between their children, and help stop negative patterns of bullying behaviour. If a parent is to contact the parent of the child, they suspect is bullying theirs - this should be an invitation for a respectful and open discussion.

4. E-bullying

Our school recognises that bullying can take place on many different platforms, including social media and via SMS. The act of bullying following the above definition is also relevant in regards to this policy.