



163, Av. Emile Max, 1030 Brussels, Belgium,

www.bisb.org

Headteacher: Mr. Stephen Prescott MA

**The British International
School of Brussels**

Anti- Bullying Policy

- Created Feb 2014
- Updated Nov 2015

-
-

-
- Introduction
 - At BISB we are committed to safeguarding and promoting the welfare of all by providing a caring, and friendly environment so that pupils can learn in a relaxed and secure atmosphere.
 - Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should
 - be confident to approach any member of staff and
 - know that incidents will be dealt with promptly and effectively.

-
- **Relevant School Aims**
 - To sustain a friendly, safe and interesting environment that stimulates and encourages the fascination of learning.
 - To develop good home-school interaction and together improve the quality of learning.
 - help the children develop a sense of right and wrong as the foundation for relationships, alongside consideration of the rights, feelings and well-being of all others.

-
- **Appendices**

-
- Tel +32 2736 8981 Fax +32 2736 8983 schooloffice@bisb.org stephen.prescott@chello.be



BISB anti-Bullying Policy

Bullying hurts. It is serious and may cause psychological damage. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Our definition of bullying is persistent long-term oppression by one child, or a group of children, against another child in the form of physical or psychological pressure, with the intention of hurting another pupil or group physically or emotionally.

Bullying can include:

- Verbal: Name-calling, sarcasm, spreading rumours, teasing to include
- Racist: Racial taunts, graffiti, gestures
- Emotional: Being unfriendly, excluding and tormenting
- Homophobic: Focusing on the issue of sexuality
- Religious:- Religious taunts, lack of respect for someone's faith or beliefs or lack thereof.
- Cultural:- Involving taunts, teasing, exclusion because of cultural differences
- SEND:- Incorporating any excluding, taunting or teasing because of educational or physical differences.
- Physical: Pushing, kicking, hitting, punching or any use of violence to include
 - Sexual: Unwanted physical contact or sexually abusive comments
- Electronic: By way of social media, email or internet chat rooms to include
 - GSM use: Threats by calls, text messages, possibly involving photographs or video.

The school is continually raising awareness of staff through departmental meetings and full staff meetings, so that the principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems, and sources of support are available; where appropriate, to understand the needs of their pupils, including those with special educational needs or disabilities.

In addition BISB's curriculum seeks to promote kindness, communication, cooperation, and friendship and includes lessons and activities stressing empathy, anger management, and conflict resolution skills.

An annual bullying survey held in June to determine and monitor the extent of the problem and the outcome discussed at department meetings.

All pupils should be aware that:

- individuals have the right to freedom from hurtful personal comments / behaviour; the right to make individual choices; and the right to be treated respectfully by others irrespective of their gender or ethnicity;
- bullying is wrong, and that it is unacceptable behaviour in this school.

- if bullying is reported it will be taken seriously
- bullying will not be tolerated
- they have a voice and they do not have to be bullied into doing something that they do not want to do;
- they can report any incidents of bullying to any adult / teacher in school, secure in the knowledge that they will be listened to and appropriate action taken;

All Staff members should:

- be fully aware of the anti-bullying policy and implement it fairly
- use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. These can include assemblies, drama, role-play, stories etc. within the formal curriculum to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Personal, Social and Health Education, Circle time, House Points, Reward Systems, such as behaviour awards and Celebration assemblies are used to praise, reward and celebrate the success of all children, and thus help create a positive atmosphere within the class and school environment.
- encourage children to respect and appreciate diversity and the individual.
- Identify any incidents of bullying and record them in the file in the school office or Junior staff room accurate records
- deal with any bullying issue immediately if a class teacher (or report the matter to the class teacher if not). This may involve counselling and support. If possible, the pupils will be reconciled
- ensure that details of the incident are recorded in pupil files
- monitor each case and consult the bullying file to look for any recurrence or pattern, to ensure that repeated bullying does not take place.
- inform the Head of Department of any incident of bullying, who should ensure that the Head Teacher is kept informed

The Head of Department or Head Teacher should

- inform parents and if considered necessary, invite them to come into school to discuss the situation.
- Consider external guidance on behaviour management, which may be recommended if other strategies have failed.

Procedures:

- According to the type of behaviour the child is demonstrating, establish a Behaviour Monitoring contract
- In serious cases, suspension or even exclusion will be considered

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately, who will also inform the department coordinator. If the parent is not satisfied with the response, they should contact the Head Teacher. Parents have a responsibility to support the school's bullying policy, actively encouraging their child to be a positive member of the school.