

POLICY 9001

BBIS BOARDING ANTI-BULLYING POLICY

The boarding anti-bullying policy is based on the BBIS Mission. In line with the BBIS mission, we believe in respecting each other and in using restorative practises whenever possible. These can be particularly useful in dealing with bullying and anti-social behaviour.

BBIS MISSION

BBIS is a leading international boarding school, inspiring boarders in pursuit of lifelong learning and excellence. We celebrate diversity in a caring, internationally minded community. As an inclusive school, we empower learners to fulfil their unique potential. We guide our boarders to become responsible, compassionate global citizens.

GUIDING STATEMENTS

Our international community prepares young people socially and academically for success in a global environment. Boarders focus on the three main goals in our boarding community:

- embracing a healthy lifestyle
- achieving their academic potential to the fullest
- fostering intercultural understanding

In our boarding community, we strive for:

- Care, empathy and mutual respect characterize our relationships.
- We embrace diversity as one of our strengths.
- We value inclusion as an opportunity to enrich our community.
- We reflect on our actions and are open to new ideas and perspectives.
- We collaborate, cooperate and support each other.
- We contribute to a sustainable world by taking action.
- We make a positive difference in our local and global communities.

Bullying and anti-social behaviour of any kind is unacceptable. BBIS boarding is a community founded on bringing cultures together and embracing cultural differences. We have a duty to protect others from deliberate unkindness, intimidation or aggression in any form. This policy is to be used in conjunction with other relevant school policies, the boarding behaviour policy, the child protection policy and those policies relating to equal opportunities which all affirm that high standards of behaviour and consideration are the minimum expectations of members of the BBIS community. It is a clear that we will challenge and seek to eliminate all forms of discrimination and anti – social behaviour.

Bullying is defined as:

“Bullying can be defined as intentional and aggressive behaviour occurring repeatedly against a victim where there is a real or perceived power imbalance, and where the victim feels vulnerable and powerless to defend himself or herself. The unwanted behaviour is hurtful: it can be physical, including hitting, kicking and the destruction of property; verbal, such as teasing, insulting and threatening; or relational, through the spreading of rumours and exclusion from a group.”¹

EXAMPLES OF BULLYING AND ANTI-SOCIAL BEHAVIOUR:

- Bullying is deliberately hurtful and harmful behaviour, usually repeated over a period of time, from which it is difficult for those bullied to defend themselves.
- The damage inflicted by bullying must not be underestimated. It can cause considerable distress to the victim, affect the victim’s health and development and in extreme cases cause significant harm or self-harm
- Physical threats and verbal intimidation for fun or gain
- Repeated and deliberate teasing by an individual or group
- Physical assault intended to hurt and frighten
- Spitting at, pushing, tripping any individual
- Abuse of personal property intended to cause distress
- Writing, whispering and spreading rumours about a person to cause hurt
- Intentional exclusion or isolation of any individual – silent treatment
- Using social media to inflict mental harm and distress upon others
- Insults directed at a person or family on the grounds of race, gender, sexual orientation, country or origin, religious belief, their dress or appearance or any other distinguishable characteristic

¹ <https://violenceagainstchildren.un.org/content/bullying-and-cyberbullying-0>

ACTION:

- Any incident of bullying identified or suspected should be reported immediately to a member of staff on duty. The member of staff will give appropriate help and support. ALL students must be aware that they have a duty to report any incident, or concern regarding an individual who may be a victim of bullying. Students must not stand by and do nothing. This may take considerable courage on the part of the student and staff must never ignore a report of bullying or dismiss it as trivial or exaggerated. Boarders can speak with their mentor or any senior staff on duty.
- The member of staff will then report to the relevant senior member of staff on duty and offer support
- The matter will be looked in to and statements may be taken to represent both sides. Reports will be kept on individual student files
- Staff should consult other staff members as soon as possible if there is a need to start a 'full enquiry' in to the matter
- Senior staff must be alerted immediately in cases of serious violence, injury or in cases where systematic bullying is being reported or observed
- Senior staff must be consulted in regard to deciding an appropriate sanction
- Parents will be informed if a pupil is found to be engaging in bullying behaviour. In cases of serious physical or emotional abuse, a period of suspension may be handed out. Boarding staff and mentors in particular will undertake monitoring of the situation and reassure the victim by offering support.
- A support programme will be offered as part of the victim and/or bullies' rehabilitation if this is deemed appropriate. Restorative justice will be utilised as much as possible.
- Boarders who persist in bullying and anti-social behaviour will have their boarding places reviewed. Boarding places can be withdrawn with immediate effect in extreme or persistent cases of bullying.

CYBERBULLYING

Cyberbullying is defined as:

"Cyberbullying involves the posting or sending of electronic messages, including pictures or videos, aimed at harassing, threatening or targeting another person. A whole gamut of social platforms, including chat rooms, blogs and instant messaging, are used in cyberbullying.

*Often resulting from a face-to-face interaction at school, cyberbullying can cause profound harm as it can affect the child victim at any time, quickly reaching a wide audience. Moreover, technology perpetuates cyberbullying threats since messages may be posted and reposted over time. Bullying and cyberbullying easily feed into each other, forming a continuum of damaging behaviour."*²

² <https://violenceagainstchildren.un.org/content/bullying-and-cyberbullying-0>

If boarding students become a victim of cyberbullying they should retain evidence if they can, for example screenshots, and report the matter to a member of staff as quickly as possible. This evidence collected can be used during any investigation.

Cyberbullying can take place on a number of platforms, including but limited to:

- SMS/instant messaging service (eg, Whatsapp)
- Social Media/Direct Message (eg, Facebook, Snapchat, Instagram, Youtube)
- Email
- Websites

When cyberbullying takes place, students should take the following steps:

- 1) Retain as much of the evidence as possible.
- 2) Block and remove those involved from communication devices and platforms.
- 3) Speak with a member of staff