

ANTI-BULLYING POLICY



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Anti-bullying policy

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1. Our Mission Statement

At International Primary School Hilversum, we inspire all students to flourish as internationally-minded global citizens. Through an inquiry-based approach, we provide each student with a safe, supportive and nurturing environment that promotes self-management, agency and academic excellence in learning.

2. Motto

We learn, we experience, we inspire

It is important that there is an agreement of appropriate working relationships, and that we identify shared values across the learning communities. This includes policies that concern the prevention of bullying.

3. Definition of bullying/various forms of bullying

Bullying may be defined as the repeated behaviour by a person that is intended to hurt another person. (Source: www.gov.uk/)

This can take many forms:

a) Physical bullying

This may include:

- Physically hurting someone e.g. hitting, pushing
- Touching another person in any way when they don't want you to
- Stealing or damaging another person's belongings

b) Verbal bullying

This is defined as saying or writing unkind things.

This may include:

- Teasing and/or name-calling
- Inappropriate sexual comments
- Threatening to harm a person
- Derogatory slurs which aim to discriminate against a person because of their disability, ethnicity, origin, race, religion, sexual orientation, culture, amongst other reasons

c) Social bullying

This entails damaging someone's reputation or relationships.

This may include:

- Excluding someone on purpose
- Making up and spreading rumours about someone
- Shaming someone in public

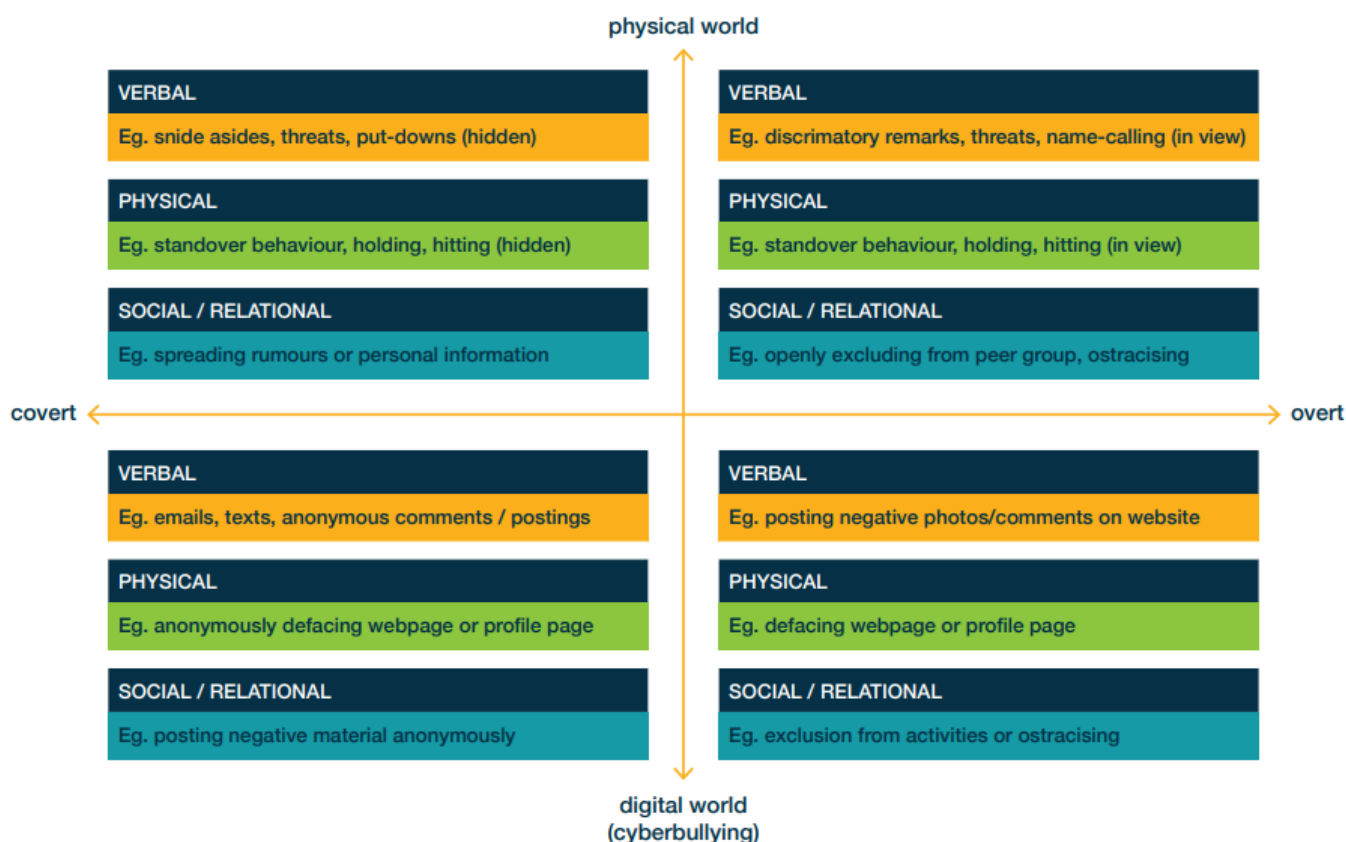
d) Cyber bullying

This occurs over digital devices such as mobile phones and computers.

This may include:

- Sending, posting, or sharing harmful, potentially false, or unkind content about someone
- Sharing personal or private information about someone, resulting in embarrassment or humiliation
- Harassing or sending unkind messages to a person

The infographic below identifies the ways in which bullying can be done both overtly and covertly in both the physical and digital environment:



Source: bullyingfree.nz/

4. Signs of bullying

Signs of bullying may include but are not limited to:

- Lost or damaged belongings
- Unexplained physical injuries
- Frequently complaining of being ill which cannot be explained
- Progress at school is declining
- Becoming withdrawn or distressed and/or losing confidence
- Difficulty with eating or sleeping
- Bullying others (this applies to students as well as adults)

Source: nspcc.org.uk

5. Strategies

At IPS we believe in being proactive and have resources and strategies that promote and foster positive relationships and social and emotional development.

Social Emotional Learning (SEL)

The aim of SEL at IPS is for students to learn social and emotional skills which help them become part of a positive, balanced, caring and happy school community. The goal is also to bring a shared language into the school and teach the core competences: self-awareness,

self-management, responsible decision-making, social awareness and relationship skills. These are vital skills that are transferable to situations outside of school.

Source: IPS Hilversum Student Support Services Handbook

Essential agreements

At the beginning of each new school year, class communities collaborate to develop a set of essential agreements (usually between four and six) that are positively worded. This also forms part of how we create a safe and equitable learning environment for everyone at IPS.

IB learner profile

In addition to academic success, the PYP emphasises a strong focus on character development based on exposure to the IB learner profile. This profile consists of 10 attributes that describe an internationally-minded person. International mindedness means understanding, respecting and valuing different cultures, embracing diversity, and knowing that different perspectives have a great deal to offer. This forms part of how we create a safe learning environment for everyone at IPS.

Rock and Water Programme

The Rock and Water programme is a psychophysical social competency training aimed at raising self-awareness, self-confidence, self-esteem and social skills through physical activities and games.

A minimum of 10 lessons are taught to each class each year, which are connected through the central themes of rock and water: learning to stand strong, finding calm and strength in yourself, learning to play and work respectfully with others.

Teachers trained in the method teach across the locations and year groups, as much as possible, and will train their own and other classes where required.

Source: IPS Hilversum Student Support Services Handbook

6. The Learning Community: What can you do?

Bullying is taken seriously at IPS. We ask all members of the school community, students, parents and staff to take responsibility and report any incidents of bullying.

a) Students

This may concern students who have experienced bullying themselves or have witnessed incidents of bullying to others.

- Adhere to the school's or class's essential agreements
- Report incidents to the class teacher
- Talk to one of the school confidant(e)s or another member of staff
- Talk to parents

b) Parents

- Inform the class teacher or the sector leader
- Talk to a school confidant(e)
- Talk to their child about acceptable and responsible behaviour
- Promote and model acceptable and responsible behaviour
- Encourage their child to discuss incidents in school

- Attend organised meetings at school to discuss the issues
- Realise the potential dangers that social media presents – monitor their child's usage

c) School staff

- Monitor behaviours of all students
- Inform leadership and discuss next steps
- Record incidents of bullying behaviour
- Create an environment where students feel safe to share their experiences
- Make and promote essential agreements
- Teach children about socially acceptable behaviour and the impact of their actions
- Teach children about appropriate use of technology and the strengths and challenges
- Promote and model acceptable and responsible behaviour
- If you experience or witness bullying towards other adults or yourself, you can contact the external confident Dominique Maas (De Vertrouwenspersoon; maas@devertrouwenspersoon.nl; www.devertrouwenspersoon.nl; 06 5435 6087)

7. References

"About Bullying." Bullying Free NZ, <https://bullyingfree.nz/about-bullying/>. Accessed 6/7/2022

"Bullying and Cyberbullying." The NSPCC, <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>. Accessed 6/7/2022

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