

Global International Schools



Anti-Bullying & Cyberbullying Policy



Anti-Bullying & Cyberbullying Policy

Policy Number: **GIS-Academic-08**

Effective Date: **[1/8/2016]**

Review Date: **Annually**

Responsible Body: **School Leadership Team / Governing Board**

1. Policy Statement

This school is committed to providing a safe, respectful, and inclusive environment where every student can learn without fear. Bullying, including cyberbullying, is unacceptable and will not be tolerated in any form – on school grounds, at school-related activities, or online when it impacts the school community.

2. Definition of Bullying & Cyberbullying

Bullying is repeated, intentional, and aggressive behavior that involves an imbalance of power (physical, social, or psychological). It can be:

- Physical: Hitting, kicking, damaging property.
- Verbal: Name-calling, insults, threats, derogatory comments.
- Social/Relational: Spreading rumors, exclusion, humiliation, damaging friendships.
- Cyberbullying: Using digital technology (social media, messaging, email, gaming platforms) to harass, threaten, embarrass, or exclude someone. This includes:
 - Sending hurtful texts, images, or videos.
 - Impersonating someone online.
 - Creating hate groups or excluding from online groups.
 - Sharing private information without consent.

3. Scope

This policy applies:

- On school premises, at school-sponsored events (field trips, sports, clubs).
- On school-issued devices or networks.
- Off-campus (including at home) when the behavior:
 - Creates a hostile environment for a student at school, or
 - Substantially disrupts the educational process, or
 - Involves a school-based relationship (e.g., between classmates).



4. Reporting Procedures

For Students & Parents:

- Report immediately to any staff member (teacher, counselor, principal).
- Anonymous reporting: Use the “Speak Up” box outside the main office or online form on the school website.
- No student will be penalized for reporting in good faith.

For Staff:

- Any staff member who witnesses or receives a report must intervene immediately (if safe) and document the incident within 24 hours using the official Incident Reporting Form.

5. Investigation Process

- Initial Response (within 1 school day): Designated investigator (e.g., Vice Principal) interviews the target, alleged bully, and witnesses separately.
- Documentation: Written statements, screenshots (for cyberbullying), and any prior incidents are recorded.
- Timeline: Investigations are completed within 5 school days. Parents of both parties are informed (without revealing confidential details).
- Determination: Using “balance of probabilities” (more likely than not). If unsubstantiated, the school still provides support and monitors.

6. Consequences & Interventions

- Consequences are progressive and restorative, focusing on changing behavior and repairing harm.
- Level Example Behavior Possible Consequences
- First / Low-level Minor name-calling, exclusion Restorative conversation, apology, reflection assignment, loss of recess privilege
- Moderate Repeated verbal bullying, sharing embarrassing photo Parent meeting, lunch detention, behavior contract, temporary loss of digital device privileges
- Serious Physical aggression, hate speech, sustained cyberbullying In-school suspension, referral to counseling, loss of extracurriculars, mandatory digital citizenship lessons
- Severe Threats of violence, extortion, doxing, illegal acts Out-of-school suspension, recommendation for expulsion, report to police (if criminal)

For all confirmed bullying:

- Target receives ongoing support (counseling, academic adjustments, safety plan).
- Bully participates in restorative practices (e.g., mediation, community service, writing a reflection on impact).

7. Prevention & Education

- Curriculum: All students receive at least two lessons per year on empathy, digital citizenship, and reporting bullying (integrated into PSHE/Advisory).



- Staff Training: Annual mandatory training on identifying bullying, cyberbullying trends, and trauma-informed intervention.
- Parent Engagement: Information sessions on monitoring online activity and reporting procedures. School website publishes this policy in accessible language.
- Climate Measures: Anonymous student surveys twice a year to measure prevalence. Results drive action plans.

8. Cyberbullying – Specific Measures

- Digital monitoring: School devices and networks use content filtering; suspicious activity flagged to IT.
- Preserving evidence: Students are taught to screenshot and not delete messages before reporting.
- Parental cooperation: For cyberbullying originating from home, school will request parents remove content and restrict access. School may involve police for serious cases (e.g., threats, child exploitation).
- Support for target: Advise on blocking, reporting to platform, and changing privacy settings.

9. Roles & Responsibilities

- All Staff: Intervene, document, report.
- Anti-Bullying Coordinator (e.g., Deputy Head): Oversees investigations, tracks data, leads prevention.
- Counselor: Provides emotional support, runs restorative circles.
- Parents: Reinforce positive behavior at home, monitor child's online activity, report promptly.
- Students: Refuse to bully, support peers, report safely.

10. Retaliation & False Reports

- Retaliation against a reporter is a serious violation and will result in automatic suspension and possible expulsion.
- Knowingly false reports (malicious, not mistaken) will be treated as bullying and receive consequences as above.

11. Record Keeping & Review

- All reports and outcomes are logged in a secure, confidential database.
- Anonymized data is shared with the governing board annually.
- This policy is reviewed every year by staff, students, and parents – and updated to address emerging online platforms (e.g., new apps, AI-generated content).

12. Dissemination

- Printed in student handbooks and parent welcome packs.
- Posted on school website and classroom walls (age-appropriate summary).
- Read aloud to students at the start of each school year.