

# **The European School of Luxembourg aiming for a non-violent School**

## **What do we mean by bullying?**

Bullying can be described as the systematic use of physical violence or psychological harm perpetrated by an individual or a group against a victim or a group of victims. Bullying can take the following forms:  
Verbal assault: name calling or insults  
Physical assault: punching, kicking, pushing, spitting...  
Interference with property: demanding money or toys, damaging property.

This includes:

- Physical assault against a person or group because of some perceived physical, economic, intellectual, cultural or racial difference.
- Derogatory name calling of an insulting and/or personal nature.
- Verbal abuse and threats.
- Demanding money, material goods or favors by means of threat or force.
- Ridiculing an individual because of physical, economic, intellectual, cultural or racial difference.
- Graffiti designed to intimidate or embarrass.
- Incitement of others to commit acts of bullying.
- It may involve the use of mobile phones or the internet.
- Deliberate exclusion or isolation of an individual or a group.

## **What can be done?**

Bullying will not be tolerated in our school. Anyone who witnesses an act of bullying, or who hears of bullying taking place should inform the class teacher or the school management in order for the bullying to be stopped immediately.

The school community should: Pay particular attention to maintaining a positive and caring school ethos, where all members of the school are proactive in creating a favorable atmosphere for dialogue. Be on the lookout for all forms of aggressive behavior and be prepared to intervene. Maintain vigilance and act up upon any information given. Compile a report. Carry out an investigation.

The school aims:

- To increase awareness and to encourage students to report concerns regarding bullying
- To provide protection, support and reassurance for victims
- To develop the self-confidence and self-esteem of all students
- To develop an effective range of emotional 'self-defense' skills for all students
- To promote an anti-bullying ethos amongst the whole school community

Curriculum

In the mainstream curriculum students are taught to be assertive, considerate and confident. Work is also done to raise awareness of bullying issues.

Literature, Drama and other subjects, visitors and assemblies are just four examples of places in the curriculum where bullying issues may be raised, discussed and explored.

It may be appropriate to deliberately do some extra or specific work for whole groups in response to incidents at times.

The role of the Teachers:

All teachers should make their pupils aware of the importance of non-violence in the school. The teachers should involve their pupils in discussion on the following areas:

- The children need to understand that bullying is unacceptable behavior and will not be tolerated.
- Victims and witnesses need to realize that it is essential to tell their parents or a teacher about the bullying. The sense of shame often felt when making an accusation needs to be diffused.
- Witnesses should help and support pupils who are being bullied.

Other staff responsibilities include:

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to teachers/Director as appropriate
- To record in the appropriate students' files
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff
- To promote the use of a range of learning styles and strategies which challenge bullying behavior
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate

- To promote the use of interventions which are least intrusive and most effective.

### **What should one do when one suspects bullying is happening ?**

Advice to pupils Think whether what you find funny another may find hurtful. Ask yourself whether you would like to be treated that way. Do not watch passively while another is being hurt. Tell a teacher about what happened if the victim is too upset or frightened to do so. Talk to someone you trust if you feel that you are the victim of bullying. Don't feel that you are to blame if you are being bullied

Advice to teachers Watch out for symptoms of being bullied (distress, withdrawal) especially in new. Be especially vigilant while on playground duty. Intervene, even when in doubt. Gather the facts. Give advice and support to the victim and the parents. Involve the parents of the child/children who are bullying. If there is a suspicion of bullying, follow the procedures outlined below.

Advice to parents Listen carefully to concerns expressed by your child. Watch out for changes in mood, irrational behavior, not wanting to go to school, loss of appetite or sleeplessness, damaged or lost clothes, damaged property. If you notice negative changes in the behavior of other children towards your child, please inform the school. Don't try to solve the problem on your own. Bear in mind that your child could also be an aggressor.

### **Procedure to follow in the case of bullying**

Bullying will be dealt with quickly and fairly. Students can report it to a member of staff. In the first instance the Teacher will be informed. If serious, the Director will be notified. All students involved will complete student statement forms. The perpetrators will be punished according to the School Discipline policy. Future behavior will be closely monitored. Contact will be made with parents.

Responses will vary depending on the nature of the incident, but may include:

- Assertiveness training (victim)
- Use of positive support room (victim)
- Counseling (for both)
- Use of report (see Discipline policy)
- Monitoring
- Peer support/peer mentoring

- Involvement of the whole class (where necessary)
- Formal recording
- Use of Behavior Agreement Contract
- Liaison with parents/guardian/psychologist

Sanctions/support will be used as necessary. The seriousness of the incident, i.e. whether bullying is persistent or an isolated occurrence will have impact on which stage of the Discipline policy is applied to the perpetrator.

#### Monitoring and Evaluation

Teachers will be responsible for monitoring, reviewing and updating lessons and resources.

A meeting will be held where those concerned (teachers, head of primary or head teacher) will decide on an approach to the particular case of bullying. All the child's teachers will be informed. A short report will be made which will be kept in the school record of the children concerned.