

## Anti-Bullying policy

Our school wishes to be a pleasant and respectful environment where every member of the school community feels safe, free to study and work.

The school management and the educational team encourage the establishment and the maintenance of cordial and easy communication with the pupils, with their parents but also between the pupils and between the pupils' parents.

### **Bullying, in any form, is never acceptable.**

School policy is based on the principles that:

- Bullying is never an individual problem, as it degrades the school atmosphere.
- Bullying is a problem that can be addressed.
- All members of the school community (school staff, parents and students) are called upon to prevent and react against all forms of abuse.
- All members of the school community must have the opportunity to be heard, respected and supported.

### **What is bullying?**

Bullying is defined as violence regularly repeated over time and can be verbal, physical or psychological.

It is a relationship of power and domination between one or more students and one or more victims, which causes pain, stress and fear in the victim.

Bullying manifests itself in different ways:

Emotional	Being hostile, excluding, tormenting (hiding school books, damaging personal belongings, threatening or being rude, etc.)
Silent	Not speaking to someone, ignoring him/her, always keeping him/her away, preventing him/her from integrating into school life
Verbal	Using nicknames, making sarcastic remarks, spreading rumours, tormenting, making comments aimed at destroying self-confidence
Physical	Using any form of violence: pushing, kicking, punching, etc., as well as any kind or form of unwanted physical contact
Racist	Making racist comments, graffiti, inappropriate gestures, dubious jokes inciting others to racism. Wear provocative clothing, badges or accessories.
Homophobic	Use homophobic language, inappropriate comments about sexuality, stated or attributed preference, physical appearance
Sexual	Initiating unwanted physical contact or sexual comments, possession of pornographic material, sexual graffiti
Written or cyber	Sending threats or disturbing messages, telephone or Internet

bullying	bullying (chat room, e-mail, online social network or blogs) or any other technological support (photographs or videos).
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### Identifying signs of bullying

Different signs in the child's behavior could indicate that he/she is a victim of bullying at school:

Does not want to go to school/school bus.  
Ask to be taken by car.  
Changes his daily habits.  
Begins to be absent often.  
Is withdrawn, anxious, no longer self-confident.  
Show psychosomatic signs, start stuttering.  
Has a restless sleep, wakes up crying.  
Feels sick in the morning.  
His academic performance begins to decline.  
Go home with damaged clothes or books.  
Start losing things, books.  
Is aggressive towards other family members or with other children.  
Has no appetite.  
Is afraid to use the phone or internet.  
Expresses anxiety every time an SMS or email is received.

### Prevention

The school has a responsibility to help students prevent bullying. Various methods exist and may include:

- Signing and respecting the code of conduct of the European School of Brussels III.
- Creating confidential communication networks in the school.
- Raising awareness by students, teachers and parents.
- A prevention program.
- Classroom debates on the theme of bullying.

### School against bullying

**The school invites all members of its community (students, parents, teachers) to take a stand against episodes of bullying and report them immediately to a member of the educational team.**

The school's approach is to set up educational actions in order to solve the problem effectively, quickly and discreetly. If all this proves necessary, more serious sanctions could be adopted, in accordance with the school regulations.



## Procedures

- - Any behaviour or episode of reported bullying will be treated with the utmost discretion and will be investigated. A full report will be submitted to the Deputy Director of the cycle concerned by the member of the educational team aware of the facts.
- - Specific steps will be taken to put an immediate end to all acts of bullying. This includes :
  - give the victim the opportunity to discuss confidentially with the psychologist of each cycle or with the member of the educational team approached, so that he or she will be reassured and supported;
  - to provide the necessary support to the perpetrator(s) so that he/she can discuss the situation, become aware of the harm caused and stop the abusive behaviour
- If necessary, parents will be informed and invited to participate in finding a positive solution to the problem.
- If the bullying persists despite everything, tougher disciplinary measures will be adopted, in accordance with school rules.
- If necessary and appropriate, the police or other authorities may be informed.
- After the case is settled, a follow-up will be ensured.

## Who to contact?

- Members of the school team: teachers, pedagogical educators, educational advisors.
- School psychologists.
- Other school administrative staff.

Please find the contact details of the school staff in the "Teams" sections on the official website of the European School of Brussels III, [eeb3.eu](http://eeb3.eu).