



WELL BEING AT EEB3

A WHOLE SCHOOL APPROACH

Parent's online information meeting : Monday 17th october 2022 at 06.00

Well-Being Strategy

	Policy/Procedural Document	Timeframe
1	Educational Support Guidelines	July 2020 (complete and currently being reviewed)
2	Anti-Bullying Policy	December 2021
3	Good Behaviour Policy (Nursery and Primary)	December 2021
4	Good Behaviour Policy (Secondary)	November 2022
5	Living Together Document and Use of Mobile Devices Policy	July 2022
6	Anti-Harassment Policy for Staff	June 2023
7	Child Protection Policy	June 2023
8	Anti-Substance Abuse Policy	July 2024
9	Mental Health Policy	July 2024

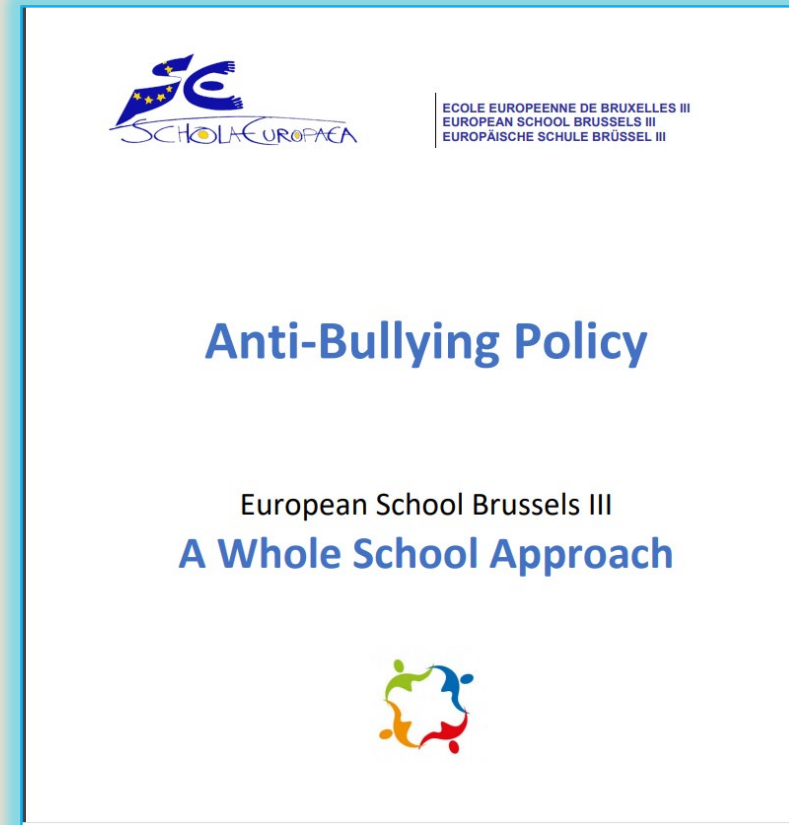


General aim of the policies

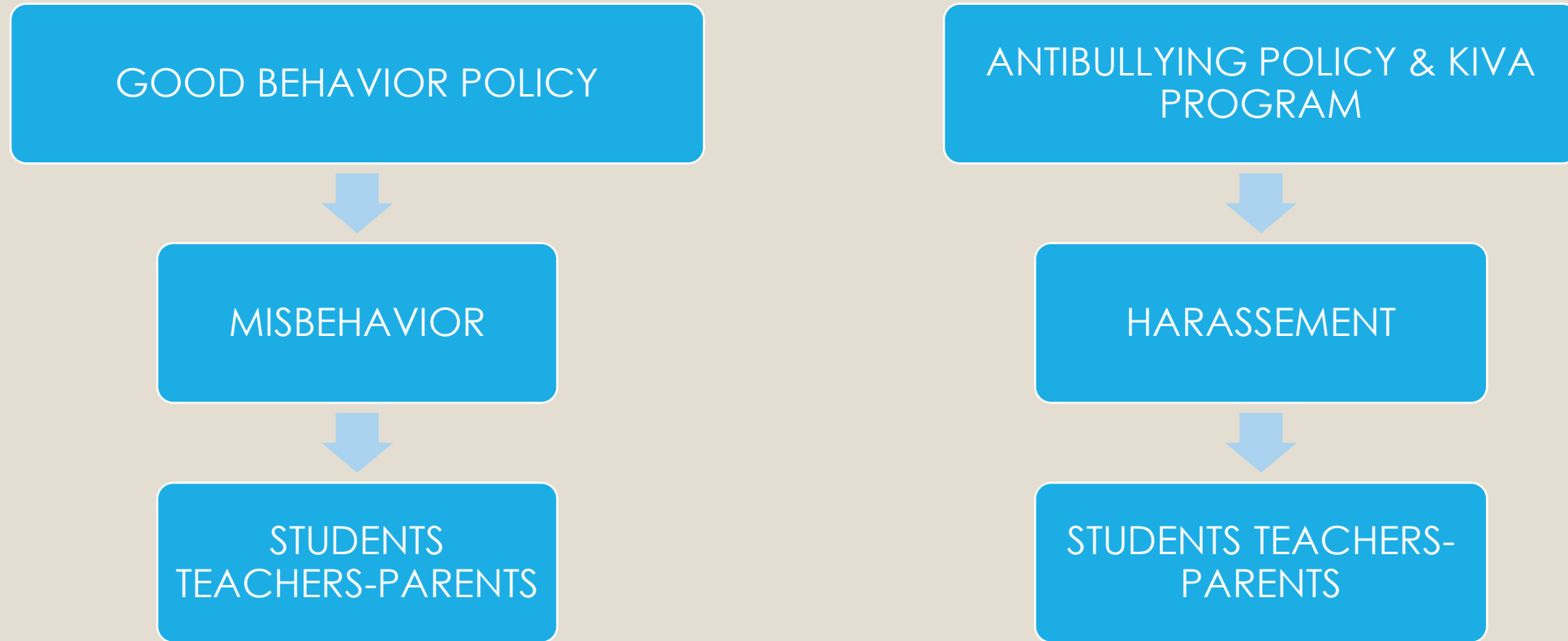
- ❑ Clear guidelines
- ❑ General aims of the European Schools
- ❑ To encourage tolerance, co-operation, communication and openness to others both at school and outside school.

CLEAR GUIDELINES:

How behaviour and how harassment
will be managed and dealt with in our school



A WHOLE SCHOOL APPROACH



PRINCIPLES FOR THE GOOD BEHAVIOR POLICY

Children

Feel safe at school , able to learn in a peaceful environnement

Supported, protected, to make good decisions and take responsibility for their actions

School staff

To create a positive classroom

To promote positive behaviour

to maintain clearly defined expectations

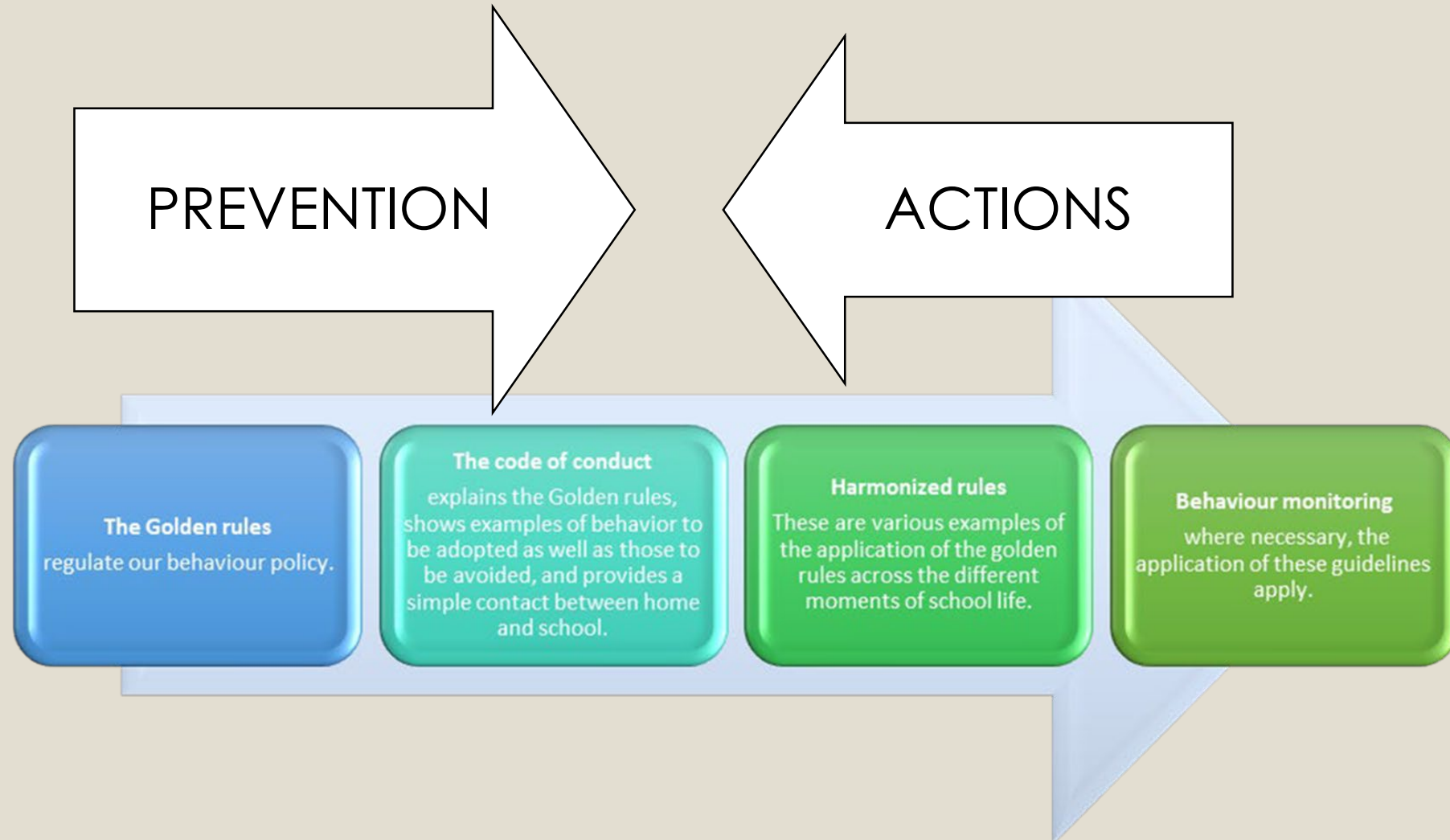
To enable children to develop their self-esteem

Parents /legal representatives

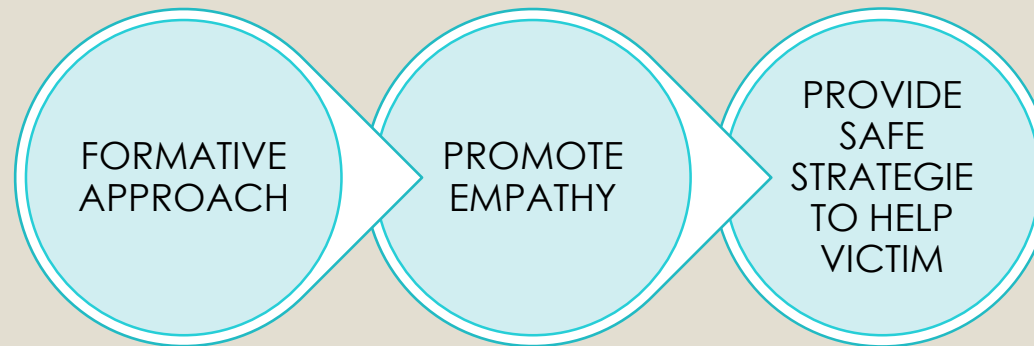
To support the school in dealing with inappropriate behaviour

To inform the school of any problems or concerns that may affect the children's behaviour at school

THE FRAMEWORK OF THE GOOD BEHAVIOR POLICY



BEHAVIOR MANAGEMENT SYSTEM



- Harmonization of the actions that are taken when children's behaviour at school becomes unacceptable.
- Descriptions of the different types of inappropriate behavior and actions corresponding
- Promotion of positive behavior in class

- **Various level of actions**

BEHAVIOR : Making it difficult for everyone in the classroom to learn and difficult for the teacher to teach.



ACTION :The teacher gives a Level 1 verbal and written warning in the agenda (identifying the behaviour, and indicating areas for improvement

GOOD BEHAVIOR TOOLKIT

❑ ANNEXE 1 : GOLDEN POSTERS



❑ ANNEXE 2 / CODE OF CONDUCT FOR PARENTS/LEGAL REPRESENTATIVES AND THEIR CHILD

❑ ANNEXE 3 : SELF RELECTION SHEET P1& P2

❑ ANNEXE 4 : SELF RELECTION SHEET P3 & P4 &P5

PRINCIPLES OF THE ANTI BULLYING POLICY

- Each individual must be treated with respect
- Bullying is never an individual problem, as it degrades the atmosphere at school.
- Bullying is a problem that can be addressed.
- All members of the school community (school staff, parents and pupils) are called upon to prevent and react against all forms of bullying.



MISSION & STATEMENT IN EEB3

- ☐ Pleasant and respectful environment
- ☐ Safe, free to study and work
- ☐ Zero tolerance to bullying
- ☐ Creating an anti-bullying culture
- ☐ We are all responsible to put a stop to bullying and protecting the victim/s



DEFINITION OF BULLYING



- The Anti-Bullying Alliance (ABA) defines bullying as: **“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”**

4 KEY
ELEMENTS

HURTFUL

REPETITION

POWER IMBALANCE

INTENTIONAL



DIFFERENT FORMS OF BULLYING

- VERBAL
- PHYSICAL
- SEXUAL
- SOCIAL EXCLUSION
- CYBERBULLYING
- OTHERS



Bystanders



- **Bystanders who do nothing in a bullying situation are contributing to the ongoing problem that bullying poses.**
 - **Peers are often scared to take action to defend their friends for fear that they could be the next victim.** At times, they may even join in bullying the victim so as to be accepted. This rewards the bully and encourages bullying acts to continue.
-
- **Tool to increase empathy for the victim** and to show the bully that such behaviour is not acceptable.
 - **It is important to point out in all preventive actions** with pupils, staff and parents, that tackling a case of bullying is not just about the bully and the victim.

APPROACH with situations of bullying



Posters

*Highly visible vests for
recess supervisors*

PUPILS-DE

Ich habe sehr oft Schwierigkeiten mit einigen Schülern der Schule.

Ich fühle mich in der Schule nicht sicher.

Zuerst spreche ich immer mit meinem Klassenlehrer.

Danach kann ich mit dem KIVA-Team sprechen. Ich erkenne ihre Weste.



PREVENTION



Engaging
with the
parents

<https://data.kivaprogram.net/parents/>



Cooperating
with the
school staff



Engaging
with pupils

ENGAGING WITH STUDENTS

KIVa
SURVEY

KIVa KICK
OFF



KIVa
SCHOOL
PROJECT

KIVa
LESSONS 1
OR 2 PER
MONTH

KIVa
LEVELS
PROJECT



KiVa-Team



Hanne Schmidt
Deputy Director



Delphine Mourgues
Assistant Deputy Director

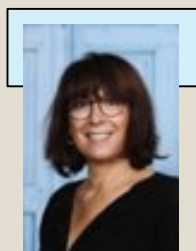


Anne Sophie Genicot
Psychologue
Cycles maternel et primaire



Darina Krausova
Coordinatrice KiVa
Titulaire de classe P2 CS

KIVA MEMBERS



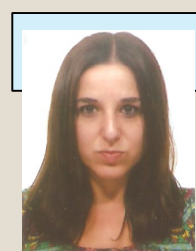
Christine Jacquin
Titulaire de classe
P2 FR



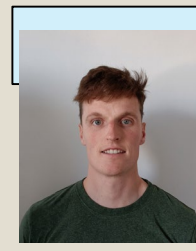
Athina Pappa
Titulaire de classe
P5 EL



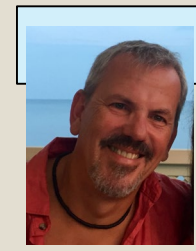
Kristien Vanvoorden
Titulaire de classe
P4 NL



Veronica Alvarez
Titulaire de classe
P5 ES



Micheál Keating
Titulaire de classe
P1 EN



Rainer Wörz
Titulaire de classe
P5DE



KIVA TEAM & THE CARE TEAM

The KiVa program is implemented by

✓ The **KiVa Team**

- 1 KiVa coordinator
- 7 KiVa members from all the sections ES-NL-FR- CS-DE-EL-EN +1psychologist

✓ The **Care Team**

- 1 Deputy Director,
- 1 Assistant Deputy director
- 1 Psychologist



ROLE OF THE KIVa TEAM

- ❖ Coordinating preventive actions, the KiVa projects, and communication (school community and parents).
- ❖ Tackling cases of repeated bullying in collaboration with the classroom teacher.
- ❖ Advising, training and coaching teachers.
- ❖ Documenting bullying cases.
- ❖ KiVa team is NOT a solution to all problems in the school!



INTERVENTION



A STUDENT
A CLASS TEACHER
A PARENT - LEGAL REPRESENTATIVES
THE SCHOOL COMMUNITY

SERIOUS SUSPICIONS OF BULLYING



WRITTEN TRANSMISSION

IXL-KIVA@eursc.eu

Who ? What ? When ? Where ? How ?



DISCUSSION

CLASS TEACHER + KIVA COORDINATOR + KIVA TEAM
+ CARE TEAM
+ ASSISTANT DEPUTY DIRECTOR

ACTION PLAN

- ✓ Collects data and information
- ✓ **Informs parents - legal representatives**
- ✓ Organises prior consultation if necessary
- ✓ Delegates to the relevant Kiva Team responsible for each language section

ASSISTANT DEPUTY DIRECTOR



INTERVENTION KIVa Team

Application of the KIVa Protocol

- Organizes up to 6 the discussions until resolution
- Stores all the data
- Transmits relevant information to the Care Team
- Makes regular follow up (Kiva coffee)



KIVA TEAM-KIVA MEMBER

Informs officially the end of the process or if more steps should be taken... by **a short report** to IXL-KIVA@eursc.eu, to the class teacher and to parents - legal representatives.



INTERVENTION KiVa Team

Application of the KiVa Protocol

➤Organizes up to 6 the discussions until resolution

MEETING	STUDENTS	STAFF	OBJECTIVES
1st meeting	Victim	KiVa member	Support to the victim
2 nd meeting	Individual discussion with pupils who have taken part in the bullying	KiVa member	Zero tolerance to bullying. The KiVa member with the student explore ways to change his or her behavior. These are agreed and noted down
3rd meeting	Group discussion with the bullies	KiVa member	Discussion with all the students who have taken part in the bullying. Things that everyone has agreed is reviewed together A new meeting in 1 or 2 weeks is scheduled
4th meeting	Class teacher/ classmates	KiVa member/ Class teacher/ classmates	Support to the victim
5th meeting	Victim	KiVa member	Follow up discussion with the victim Has the bullying stopped ? Has the situation changes for the better ?
6th meeting	Group discussion with the bullies + the Victim ?	KiVa member	Follow up discussion with the bullies + the victim Has every body stuck to the agreement ? How will they make sure that the bullying will not start again



Follow up of bullying situations

- Cases need to be followed up. Other actions that will likely be necessary:
 - Depending on the situation, teachers may need to be alerted.
 - Sessions in class may need to be held.
 - Meetings with parents will be necessary.
 - The school management may need to be informed if the case continues and is of a serious nature.
 - It may be the case that a Disciplinary Council (in line with the General Rules of the European Schools) may need to be called.
 - It may also be the case that outside services are called in to support the victim, and at times also the bully.



TRAINING AND AWARENESS RAISING

- Staff in our school may already have experience with bullying situations
- It is important that all are well-informed of our policy document
- We have started to implement the kiva Program in P1 and P4 in 2019, in 2020 P1, P2, P4 and P5 and finally in all the primary classes. At the same time, we trained staff from all the sections and all the levels.
- 4 members of staff in 2019
- 4 members of staff in 2021
- 2 new members in march 2022
- The aim will be to have a trained team who can then train other members of staff in the Kiva method and approach



CONFIDENTIALITY

- Confidentiality needs to be contracted. Information will be kept confidential except in three circumstances:
 - If the pupil alleges harm to self
 - If the pupil alleges that he or she will harm others
 - If the pupil alleges that harm is being done to him or her.







*Thank
You*