



## Anti-Bullying Policy for United World International School (UWIS)

### Introduction

At UWIS, we believe that every student has the right to learn in a safe, respectful and inclusive environment. We are committed to preventing and addressing bullying in all its forms, and to promoting a positive school culture that values diversity and fosters positive relationships.

Bullying is defined as any repeated or intentional behavior that causes physical, emotional or social harm to another person or group. Bullying can take many forms, such as:

- Physical bullying: hitting, kicking, pushing, spitting, stealing or damaging someone's belongings
- Verbal bullying: name-calling, teasing, insulting, threatening or making fun of someone's appearance, abilities, race, religion, gender identity or sexual orientation
- Social bullying: excluding, ignoring, spreading rumors, gossiping or making someone feel left out or unwanted
- Cyberbullying: using digital technology such as phone, email, social media or online games to harass, intimidate or humiliate someone

Bullying is not acceptable at UWIS and will not be tolerated. Bullying can have serious and lasting consequences for the well-being and academic achievement of the victims, the perpetrators and the bystanders. Bullying can also affect the school climate and reputation.

### Aims and objectives

The aims and objectives of this policy are to:

- Raise awareness of what bullying is and why it is wrong
- Prevent bullying from happening or escalating
- Encourage students to report any incidents of bullying they witness or experience
- Support students who are affected by bullying
- Hold students who bully accountable for their actions and help them change their behaviour
- Involve parents, staff and other stakeholders in creating a safe and supportive school community

### Roles and responsibilities



Everyone at UWIS has a role and responsibility to prevent and address bullying.  
Specifically:

- Students are expected to:
  - Respect themselves and others
  - Refrain from any behavior that could be considered as bullying
  - Report any incidents of bullying they witness or experience to a trusted adult
  - Support their peers who are affected by bullying
  - Cooperate with the school staff in resolving any issues related to bullying
- Parents are expected to:
  - Support the school's anti-bullying policy and values
  - Monitor their child's behavior and well-being at home and online
  - Encourage their child to speak up if they are bullied or see someone being bullied
  - Inform the school if they have any concerns about bullying involving their child or others
  - Work with the school staff to address any issues related to bullying
- Staff are expected to:
  - Model respectful and positive behavior at all times
  - Teach students about the effects of bullying and how to prevent it
  - Implement the school's anti-bullying policy and procedures consistently and fairly
  - Respond promptly and appropriately to any incidents of bullying they witness or are reported to them
  - Provide support and guidance to students who are affected by bullying
  - Communicate with parents and other staff as needed to resolve any issues related to bullying

## Procedures

The following procedures will be followed when dealing with any incidents of bullying at UWIS:

- Reporting: Any student who witnesses or experiences bullying should report it as soon as possible to a trusted adult, such as a teacher, counsellor or principal. Any



staff member who witnesses or is informed of bullying should document it using the school's incident report form and inform the principal.

- Investigating: The principal or a designated staff member will investigate the incident by interviewing the parties involved and any witnesses. The investigation will be conducted in a fair, respectful and confidential manner.
- Resolving: The principal or a designated staff member will determine the appropriate course of action based on the nature and severity of the incident. The possible actions include:
  - Restorative justice: A process that aims to repair the harm caused by bullying and restore the relationships between the parties involved. This may involve a facilitated meeting between the victim(s) and the perpetrator(s), where they can express their feelings, understand each other's perspectives and agree on how to move forward.
  - Mediation: A process that aims to help the parties involved resolve their conflict peacefully and constructively. This may involve a neutral third party who helps them communicate effectively, identify their needs and interests and find a mutually acceptable solution.
  - Counselling: A process that aims to help the parties involved cope with their emotions, develop their social skills and improve their self-esteem. This may involve individual or group sessions with a qualified counsellor or therapist.
  - Disciplinary action: A process that aims to hold the perpetrator(s) accountable for their actions and deter them from repeating them. This may involve a warning, a detention, a suspension, an expulsion or a referral to external agencies, depending on the seriousness of the incident and the school's code of conduct.
- Follow-up: The principal or a designated staff member will monitor the situation and follow up with the parties involved to ensure that the issue is resolved and that no further bullying occurs. The follow-up may include regular check-ins, feedback surveys, progress reports or other methods of evaluation.

## Review and evaluation

This policy will be reviewed and evaluated annually by the school's anti-bullying committee, which consists of representatives from the students, parents, staff and management. The committee will collect and analyze data on the prevalence and nature of bullying at UWIS, as well as the effectiveness and impact of the policy and procedures. The committee will also solicit feedback from the school community and make recommendations for improvement. The policy will be updated as needed to reflect the current best practices and legal requirements.