

## **Anti-Bullying policy**

Bullying is an unpleasant fact of life and can have serious consequences. At BISC we do not accept or tolerate bullying.

Bullying has many forms. Whilst there is no legal definition, there are certain features; intention to do harm, either mentally, emotionally or physically and a repetitive or sustained aspect.

Forms of bullying include:

Name calling, exclusion, use of offensive, vulgar or intimidating gestures or language, harming a person's self-esteem, sexual intimidation or harassment, ridicule by any means (name-calling, mimicking etc.), spreading false information, limiting the victim's ability to communicate/interact with others, disrupting a victim's work, suggesting deficiencies in a victim. This is not an exhaustive list, and the spirit of this should be taken as well as the word.

Bullying happens in all workplaces and in all schools, and we must stand against it wherever this happens.

If bullying occurs it should be reported to the form tutor. The form tutor will investigate in the manner explained below, and if further action is needed it will be referred to the Head of Section (Primary or Secondary as appropriate) and if further action is still needed then it will be referred to the Head of School.

Investigation procedures:

The investigator will speak to all the people alleged to be involved in private and ask if they are potential perpetrators, witnesses or targets of bullying.

Upon being satisfied that bullying has occurred the form tutor will decide a course of action in conjunction and agreement with the head of section.

A report will be prepared by the investigator and presented to the Head of School. This will be necessary to document situations as they arise and to provide evidence for eventual escalation of consequences.

BISC is a "telling school". Witnesses of bullying are urged and expected to report it.

Should this fail to bring results then the matter will be referred to the next level and the parents may be invited to school.

BISC reserves the right to exclude temporarily or permanently any person engaged in persistent bullying.