

ANTI-BULLYING POLICY

The **repetitive, intentional hurting** of one person or group by another person or group, where the relationship involves an **imbalance of power**. Bullying can be physical, verbal or psychological.

Objectives of the No-Bullying Policy

- Create a safe environment where bullying is unlikely to occur
- Empower student leadership to mentor and role model inclusive and respectful behaviour
- Create awareness about bullying and what strategies can be used to avoid it

How does the school respond to bullying?

Students must report bullying to a member of staff. The school then:

- Fully investigates the reported incident(s),
- Has open conversations about the problems and how they can be avoided,
- Monitors and follow-ups with all parties,
- Gives break/lunch time or after school detention,
- Conducts a parental/family meeting in school,
- Gives appropriate sanctions dependent on the case,
- Work with outside agencies where relevant and necessary.

What should I do if I'm being bullied or I know someone who is being bullied?

You have a voice here in our community, and with fellow students. If it feels safe to do so, consider approaching the person who is being unkind to you, and calmly tell that person that you feel he/she is being unkind. This might stop the bullying behaviour completely; this is an important first step. If the situation continues, or even escalates, please tell a parent or a teacher at IA. Bullies often need a lot of help and time to change their behaviour, and adults can help to make that happen.

Cyberbullying

This is a form of bullying which uses technology to deliberately harm or upset others. This type of bullying can happen in many ways, using mobile phones or the internet and could include:

- Sending hurtful messages (on any platform) or using images.
- Leaving malicious voicemails.
- A series of silent calls.
- Creating a website about other people to humiliate them.
- Excluding others from chat/messaging rooms/areas.
- Sending video/images of people being bullied, so others can see. Bullies might be using this form of bullying because it's very difficult to trace the senders.

If cyberbullying has been committed during school hours the issue will be dealt with in the same way as any other incident. If the incident has been recorded out of school hours, IA reserves the right to inform parents and confiscate devices. The school may sanction if the administration feels that the perpetrator has brought the integrity of the school into question, or damaged our community. The school also reserves the right to pass on information to the police if the situation demands it.