



**NETWORK**  
INTERNATIONAL  
SCHOOL

# **Anti-Bullying Policy**

## Document Control Table

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# Network International School Vision, Values and Ethos

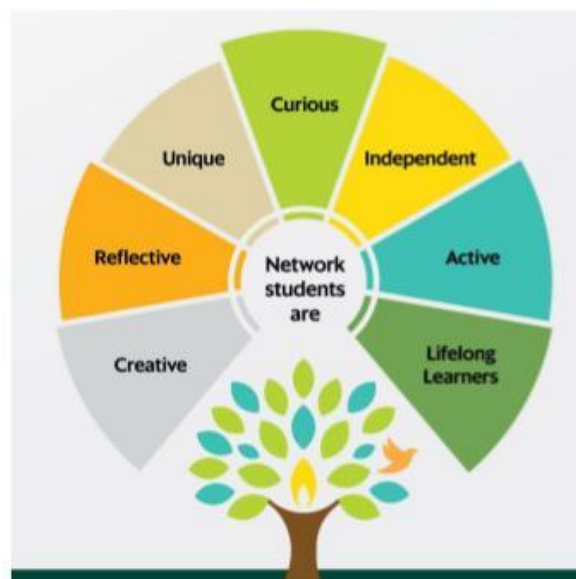
*Kindle the Fire, Brighten your Future*

## At Network...

we aim to foster academic curiosity in our students, enabling them to achieve highly and become independent, engaged and responsible members of society.

## It is our collective responsibility to...

foster an inclusive and nurturing environment where every student feels supported and valued. We are a family-oriented community that promotes positive relationships and a collegiate spirit among students, staff, and parents alike. We are committed to providing a holistic education that empowers our students to reach their full potential, both academically and personally. Together, we strive to create a learning environment that inspires curiosity, fosters respect, and celebrates diversity. We are deeply committed to our shared goals and dedicated to providing a safe and secure space for all.



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# 1. Background

Positive relationships are vital for a thriving and successful school community. Common sense, civilised behaviour, consideration for others, and good manners are essential for the well-being and achievement of all members, particularly students who should enjoy their educational experience. A happy environment fosters self-confidence and supports personal and social development. In line with our ethos, Network International School is dedicated to creating a friendly and caring atmosphere that promotes the holistic growth of each child in a relaxed, stimulating, and secure setting. Everyone, including students and employees, is expected to uphold high standards of conduct.

While it is unrealistic to expect perfect harmony at the College, it is important to acknowledge that bullying exists in every school and is widespread across different ages, nationalities, cultures, jobs, and professions. Every child has the right to learn without the fear of being bullied, regardless of the form it takes. Those involved in a child's education must collaborate to protect this right.

## Aims and Intent

At Network International School, all forms of bullying are considered unacceptable and will not be tolerated. It is important for all students to be able to identify bullying and know that incidents will be promptly, fairly, and effectively addressed. Anyone who witnesses bullying should have the confidence to report it to the appropriate staff members.

This policy document aims to raise awareness of bullying amongst the school community and outlines the preventive and responsive measures in place. It is intended for teaching and non-teaching staff, students, and parents. The document draws on guidance from various UK government publications and resources related to preventing and tackling bullying.

# 2. Definitions for the purposes of this Policy

## Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group. It can happen anywhere – at school, at home or online. Bullying is: deliberately hurtful, repeated, often over a period of time and difficult to defend against. The term bullying is, therefore, not appropriate when describing one-off incidents, accidents, incidents without intent or friendship fallouts.

For clarity with students, Network uses the acronym STOP (Several Times On Purpose) as a shorthand for this definition.

## **Peer-On-Peer Abuse**

Child-on-Child Abuse is defined as a serious form of bullying (abuse) between persons of a similar age and, as such, has wider safeguarding implications.

## **Cyber-Bullying**

Cyberbullying is bullying that takes place online. Unlike offline bullying, online bullying can follow the child wherever they go via social networks, gaming and mobile phone.

# **3. Policy statement**

At Network International School, the staff is dedicated to eradicating all forms of bullying within the community and promoting respectful conduct among students in their personal and future professional lives. Schools have an obligation to ensure the well-being of their students, as stated in the UK Education Act 2002, which requires schools to safeguard and promote children's welfare.

We strive to adhere to UK Guidance on Equality, which includes protecting individuals from discrimination based on age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Network International School has a zero-tolerance policy towards bullying and any other discriminatory behaviours rooted in prejudice related to these issues. We aim to ensure all members of the school community are well educated on these topics and preventative measures of communication are taken through assemblies, PSHRE lessons, regular reviews of student and parent surveys and the embedding of our school's ethos and values in all areas of school life.

It is important to take all forms of bullying seriously, but responses should vary based on the situation. Punishment is not always the most effective approach. Instead, the entire community should work together to support an Anti-Bullying Policy.

Open communication is crucial in addressing bullying. Anyone who witnesses bullying or encourages victims to speak up must be prepared to take action or report the issue promptly to someone who can help within the community.

The rise of technology has introduced cyberbullying, which can occur both inside and outside of school. Network International School educates students on responsible technology use and the serious consequences of such behaviour. Through various educational programs and curriculum

areas, students are informed about how to stay safe in the rapidly changing digital landscape. The school reserves the right to search a student's electronic devices or accounts if there are reasonable concerns.

## 4. Our Kindness Charter

### EYFS

At Network International School, we want everyone to be kind and treat each other well.

- ★ We will always try to be friendly to others and not be mean or hurtful.
- ★ We will listen to each other and speak kindly.
- ★ We will help our friends and support them.

By being good and kind, we will make our school a happy and safe place for everyone.

To be talked through in class and a copy signed by a parent

### Primary

At Network International School, we want everyone to be kind and treat each other with respect, even if they are different from us. We want everyone to feel safe, happy and included, both inside and outside of the classroom.

I understand that bullying is the unkind treatment of someone that happens **Several Times on Purpose (STOP)**. It can be physical, online, verbal or mental.

If I see or experience bullying, I will follow these four steps:

1. Ask the person to stop.
2. Share how their actions make me, or others, feel.
3. Talk to a trusted grown-up like a teacher.
4. Be a friend to the person being bullied.

Before I speak or type I will always THINK about what I am saying. This means asking 'Is It...'

- T - True?
- H - Helpful?
- I - Inspiring?
- N - Necessary?
- K - Kind?

By signing below, I show that I understand the information above and promise to be kind, and respectful to everyone in my school community.

To be signed by child and parent

## Secondary

At Network International School, we are committed to fostering a culture of kindness and respect. We believe in creating an environment where everyone feels safe, valued, and free from bullying. By signing this Kindness Charter, we pledge to uphold the following principles:

Definition of Bullying: We understand that bullying is the targeted poor treatment of another, which occurs Several Times on Purpose (STOP). We recognise that bullying can take different forms, including physical, verbal, and online behaviours.

Respectful Treatment: We will treat every individual with respect, kindness, and empathy. We will celebrate our differences and embrace diversity, recognising that everyone has the right to be treated with dignity.

Safe Learning Environment: We believe everyone deserves to teach and learn in an environment that is comfortable, inclusive, and free from fear and intimidation. We will work together to create a safe space for everyone.

Speaking Up: We have a responsibility to speak up against bullying. If we witness or experience bullying, we will report it to a trusted adult or teacher. We understand that our voices have the power to make a difference.

Support and Inclusion: We will stand up for those who are being treated unfairly or experiencing bullying. We will support and include them, fostering a sense of belonging and friendship.

Reporting without Fear: We encourage everyone to report bullying incidents without fear of retaliation. We assure you that all reports will be treated promptly, sensitively, and effectively.

By signing below, we demonstrate our commitment to promoting kindness, respect, and a positive school environment.

To be signed by child and parent

## 5. Warning Signs

The signs that students are being bullied or have started to engage in bullying behaviour can vary from young person to young person and may include, but not be limited to, the signs outlined below:

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewellery
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating.
- Difficulty sleeping or frequent nightmares



- Declining grades, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self-esteem
- Self-destructive behaviours such as running away from home, harming themselves, or talking about suicide
- Getting into physical fights or verbal conflicts
- Having friends who bully others
- Becoming increasingly aggressive towards peers and/or adults
- Increasing numbers of behavioural issues and use of sanctions
- Unexplained extra money or new belongings
- Unwillingness to accept responsibility for their actions
- Are competitive and worry about their reputation or popularity

## 6. Procedures for reporting a concern

The effectiveness of this anti-bullying policy requires the commitment of all staff, parents and students to highlight this issue on a day-to-day basis rather than only when serious incidents come to light. Students need to be consistently reminded that all forms of bullying are unacceptable and will not be tolerated.

Students need confidential and varied means to alert staff to current instances of bullying. It is important for the whole Network community, especially students, to know to whom they can report incidents and from whom they can receive help and support.

### Students

Students are able to highlight concerns about themselves or others through a range of options. The preferred and most direct route is to raise this concern with their Class Teachers (EYFS and Primary) or Form Tutors (Secondary).

### Parents

Parents are able to highlight concerns about their child through a range of options. The preferred and most direct route is to raise this concern with their Class Teachers (EYFS and Primary) or Form Tutors (Secondary) via email.

### Staff

Where staff suspect bullying or peer-on-peer abuse, they are expected to report their concerns directly to the Designated Safeguarding Lead or a Deputy Designated Safeguarding Lead. This direct communication should be followed up with a 'Report a Concern' entry in the school's safeguarding software: MyConcern.

If a report of suspected bullying is reported to a Class Teacher or Form Tutor there is an expectation that they ask follow-up questions to establish whether the behaviour is repeated and targeted and if this threshold is met then the same procedures for reporting are the same.

## **Designated Safeguarding Lead**

As with all safeguarding incidents where a report is made to the DSL they will implement a follow-up procedure which includes:

- Establishing the facts
- Meet privately, or allocate an appropriate member of staff to meet privately with each of the individuals involved.
- Make an informed assessment of the situation and provide a recommendation on the next steps that should be taken.
- Make an informed decision on which parties should be informed of the events in order to best safeguard the students involved.

# **7. How the school will respond**

## **Guidelines**

Supervision and consistent communication about anti-bullying are essential for creating a safe environment. Occupied and self-confident students are less likely to engage in bullying or become targets of bullying.

Teachers should establish a clear and fair disciplinary structure both inside and outside the classroom. They have a responsibility to support the school's anti-bullying policy and take appropriate action if bullying is suspected.

- Pupils who have experienced bullying will receive support and guidance to rebuild their confidence, enhance self-esteem, develop assertiveness, and prevent future incidents.
- The bully or bullies may be asked to genuinely apologise for their actions.
- Efforts will be made to help the bully or bullies change their behaviour. It is crucial for students to recognise their role in resolving the issue.

- Appropriate consequences will be imposed, including potential temporary or permanent exclusion in severe cases.
- Whenever possible and suitable, steps will be taken to facilitate reconciliation between the involved students and address any harm caused.
- Ongoing monitoring of the relationships between students will be implemented to ensure that bullying does not reoccur.

## 8. External Support and Advice

Here are some links to organisations that address bullying issues. Please note that the School cannot take responsibility for the content or availability of these sites. They are provided without specific recommendations, although some have more governmental authority than others:

[UNICEF Myanmar](#)

[International day against violence and bullying at school including cyberbullying | UNESCO](#)

[International Bullying Prevention Association](#)

[Bullying: Talk about bullying with these resources for ages 6–8 - Oxfam Policy & Practice](#)

[Bullying Prevention Resources | Committee for Children](#)