



Canadian International School  
Learning To Understand

## **CHILD PROTECTION /ANTI-BULLYING POLICY**

At the Canadian International School, we believe the following:

- That the safety and welfare of every student is vital
- That every student, regardless of age, culture, ability, gender, language, racial origin, and religious belief has the right to participate in school's activities in a safe environment.

We put ample effort in protecting the students from any harm, discrimination and degrading treatment. We work towards creating a nurturing, calm environment where students respect each other's rights wishes and feelings.

Any allegations of misconduct or abuse are taken very seriously. CIS has a duty to investigate such matters promptly and thoroughly in an appropriate manner.

All staff members working with children are recruited with regard to their suitability for that responsibility, and are provided with guidance and/or training in good practice and child protecting procedures.

### **How the policy is implemented**

We monitor each student at school throughout their academic year, by talking to them, checking their feedback questionnaires and communicating with their school staff. This aids us in comprehending their notion, environment and relationship with their peers. Problems are then reported to the supervisor, if there is suspicion of any abuse the supervisor will talk to the student and record findings on a form.

## **Bullying**

Bullying can be carried out in different forms, such as

Emotional - unfriendly, excluding, tormenting (e.g., use of derogatory words, defamatory remarks, spreading rumors, etc.)

Physical - any intentional act causing injury or trauma to another person by the way of bodily contact

Verbal - negative, defining statement told by the victim or about the victim or by withholding any response, thereby defining the target as non-existent

Racist - racial taunts, graffiti, gestures

Homophobic - All areas of internet, such as email & internet chat room. When people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality

Cyber - Cyber bullying is the use of aggression online with the intention of hurting another person. This may be in the form of text, photos or videos which results in pain and distress to the victim through all areas of internet, such as email & internet chat room. Also includes

If and when a student has experienced any form of bullying. S/he should report it to a member of staff,

If another student is aware that bullying is occurring, they have an obligation to report it to an appropriate member of staff.

If a cyberbullying incident is seen or reported by a student to any teacher or staff member, immediate action must be taken in the following manner:

- An investigation is immediately held to trace the sequence of events
- Facts from parents/class teachers/supervisors/the person who reports the matter, are noted
- The victim is kept calm and assured of all help and support.
- The alleged student(s) is questioned.
- A letter is written to the parents of the alleged student(s), requesting them to meet with the principal.
- The pupil and the parents are spoken to.

- Contingent to the severity of the incident the alleged student(s) could be suspended from school.
- All copies of correspondence are placed in the files of both the victim and the bully.

Respect shown to one another is the most important part of our school. The respect of people's beliefs, the respect of people's origins and ethnicities is what we impart at the Canadian International School.

We employ a zero-tolerance policy towards any form of bullying-Physical, verbal, indirect or electronic (cyber bullying). This also includes misuse of smartphones, tablets and associated technology in the form of threats and calls and video facilities.

The school endeavors the prevention of bullying on and off campus. Approaches to achieving this include, teacher supervision during class, break time and in-school activities.

In the classroom, All CIS staff are asked to remain vigilant and attentive towards signs that could indicate that a student is unwell or dissatisfied. We promote a policy in which any concerns, however minor, are reported to the administration and dealt with immediately.

Teachers and staff are given guidance and support on how to maintain discipline for those under 18 years of age. Staff are encouraged to attend workshops that relate to class management, motivating students, and awareness of student health and safety.

If bullying is suspected or reported, the incident will be dealt with initially and immediately by the teacher approached.

If necessary, the incident will be investigated by the supervisor. The details of the incident will be recorded.

If a racial or prejudicial element to the bullying is suspected, the supervisor must be informed immediately. Staff teaching the bullied student will be informed. The supervisor will determine in consultation with the principal, the appropriate sanction.

Parents, as well as all staff and pupils, should know that Canadian International School will not tolerate bullying, and takes a constructive approach to educating pupils to combat it.

Parents of pupils who are being bullied and parents of the bullying student/s will be involved in the solution to the problem as appropriate by the Supervisor in consultation with the principal.