



**PRIMA**  
INTERNATIONAL SCHOOL BELGRADE

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## ANTI-BULLYING POLICY



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### Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms: physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It is a repetitive form of behaviour intended to cause harm and may be perpetrated by individuals or by groups of students.

### Forms of Bullying

- Physical violence such as hitting, pushing or spitting at another student
- Interfering with another student's property, by stealing, hiding or damaging it
- Using offensive names when addressing another student
- Teasing or spreading rumours about another student or their family
- Belittling another student's abilities and achievements
- Writing offensive notes or graffiti about another student
- Excluding another student from a group activity
- Ridiculing another student's appearance, way of speaking or personal mannerisms, race and/or culture
- Misusing technology (mobile telephones, tablets or other) to hurt or humiliate another person

### The Responsibilities of Staff

- Foster self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour expected of students.
- Discuss bullying with all classes, so that every student learns about the damage it causes to both the child who is bullied and to the bully, as well as becomes aware of the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Head Teacher and/or Director.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- Keep a written record of any reported instances of bullying.



### **The Responsibilities of Students**

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the student who is being bullied, unless it is unsafe to do so.
- Report any witnessed or suspected instances of bullying to a staff member to dispel any climate of secrecy and help to prevent further instances.
- Anyone who becomes the target of bullies should not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

### **The Responsibilities of Parents**

- Watch for signs of distress or unusual behaviour in children which might be evidence of bullying.
- Advise children to report any bullying to a class teacher, the Head Teacher and/or Director and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students.
- Advise children not to retaliate violently to any forms of bullying.
- Show sympathy and support towards children, and reassure them that appropriate action will be taken.



## Review and Evaluation

This policy shall be reviewed by the Management on an annual basis to ensure that it is meeting its goals.

This policy was last reviewed in August 2020.

This policy was adopted by PRIMA International School on 31 August 2018.

Signed on behalf of the Management by:

Director

Head of Primary

Signature.....

Signature.....

Name in Capitals.....BRIGITTE PETROVIC

Name in Capitals.....Lina Drazic

School Board Member

Signature.....

Name in Capitals.....ĐORĐE BERBER

This policy shall be next reviewed by the Management in August 2021.