



UFS International

ANTI-BULLYING POLICY

Definition of Bullying

Bullying is **repeated** verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyberbullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Bullying can happen anywhere: at school, travelling to and from school, in sporting teams, clubs and societies and elsewhere.

Bullying behaviour can be:

- **Verbal** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats.
- **Physical** e.g. hitting, punching, kicking, scratching, tripping, spitting
- **Social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures.
- **Psychological** e.g. spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

Conflict or fights between equals and single incidents are not defined as bullying. Bullying behaviour is not:

- Children not getting along well.
- A situation of mutual conflict.
- Single episodes of nastiness or random acts of aggression or intimidation.

At UFS International, we have a ZERO TOLERANCE approach to bullying. We empower our students to take a stance against bullies by using the practice of **WITS**. We want our students to keep their **WITS** about themselves.

WITS stands for;

W - **WALK** away.

I - **IGNORE.**

If the behaviour persists after the 1st two steps, then...

T - **TALK** to the person involved and ask them to stop.

If the behaviour still persists then...

S - **SEEK** adult intervention.

Speak to a parent, teacher or any adult that you trust.

The teacher with whom adult intervention is sought needs to address and resolve the situation immediately. The incident will also be reported to the relevant school leader who will record the incident on Ed-Admin.

In the event of a second bullying offence by a student, the relevant school leader will discuss the incident with the perpetrator, counsel him / her, enter a record on Ed-Admin and email the parents.

In the event of a third bullying offence by a student, the relevant school leader will discuss the incident with the perpetrator, counsel him / her, enter a record on Ed-Admin and request a meeting with the parents.

In the event of a fourth bullying offence by a student, the relevant school leader, together with the Executive Principal will discuss the incident with the perpetrator, counsel him / her, enter a record on Ed-Admin and meet with the parents. At this point, the Executive Principal may terminate the enrolment of the student at UFS International.