

Myanmar International School Yangon

Anti-Bullying Policy



Approved by: Ei Ei Zin (Board of Directors)

Date: 29th December 2022

Last reviewed on: September 2024

Next review due by: September 2026



1. Purpose and scope

This policy outlines what MISY will do to prevent and tackle bullying. We are committed to developing an anti-bullying culture whereby no bullying, including, between adults or adults and children and young people will be tolerated. Our aim is that staff, students and parents work together to create a happy, caring learning environment.

The policy and procedure apply to all members of the MISY school community.

2. Definitions of bullying

Bullying is behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally.

Bullying may also arise out of the victim's ethnicity, nationality, colour, gender, sexual orientation or some form of disability and thus affect a wider group.

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, instant messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Bullying can happen to anyone. This policy covers all types of bullying including (but not limited to):

- Bullying related to race, religion or culture.
- Bullying related to special educational needs or disability.
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (e.g. homophobic bullying).
- Bullying related to home circumstances.
- Sexist and sexual bullying.
- Bullying via technology – “cyber-bullying”.

3. Preventing, identifying and responding to bullying

MISY will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff to identify all forms of bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- Provide a range of approaches for students, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum, supported with a range of approaches such as displays, assemblies, peer support, focus weeks and the student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff and support staff to identify all forms of bullying and follow the school procedures (including recording and reporting incidents).
- Proactively gather and record concerns and information about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

4. Involvement of students

MISY will:

- Regularly canvas our students' views on the extent and nature of bullying.
- Ensure that all students know how to express worries and anxieties about bullying.

- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.

5. Liaison with parents and carers

MISY will:

Make sure that key information about bullying is available to parents/carers in a variety of formats.

Ensure that all parents/carers know who to contact if they are worried about bullying and are clear about their role and the role of the school in addressing any incidents of bullying.

Ensure that parents work with the school to model positive behaviour for students, both on and offline and support sanctions given for students who have been involved in a bullying incident

6. Dealing with incidents

All staff are to follow these five key points:

- Never ignore suspected bullying.
- Do not make premature assumptions.
- Listen carefully to all accounts – several students saying the same thing does not necessarily mean they are telling the truth.
- Adopt a problem-solving approach which moves students on from self-justification.
- All cases of suspected bullying must be reported immediately to the Head of Section.

The following steps should be taken when dealing with incidents:

- If bullying is suspected or reported, a clear and precise account of the incident will be recorded by the member of staff who has been approached. This account will be given to the head of section as soon as possible.
- The head of section will ensure that an investigation takes place as soon

Last reviewed: September 2024 by LH

as possible.

- Tutors/teachers will be kept informed as appropriate.
- Parents/carers will be kept informed as appropriate.
- If the bullying takes place outside of the school campus then the school will offer advice and support to the student(s) concerned.
- Sanctions will be used as appropriate in line with the school's behaviour policy.

7. Monitoring and Evaluation

Records of bullying incidents will be maintained and scrutinised by the senior leadership team to check on the effectiveness of this policy and to identify and rectify or eliminate common "hot-spots" of time, place or opportunity.

All confirmed cases of bullying will be recorded and the head of school will ensure that confidential records are held securely in line with our data protection policy.

Linked policies and documents:

Behaviour for learning policy
Parent handbook
Teacher handbook
Data Protection Policy