



This policy has been drafted to specify the processes involving definitions and practices about “bullying”, as the most common form of undesirable behavior in the school environment.

Purpose

Hisar School aims to create and sustain a safe physical and emotional learning environment for all students, free from circumstances adversely affecting learning and performance.

In this context, Hisar School aims to foster a school culture where bullying is not tolerated and all students are encouraged to report and document bullying and to help other bullied students.

Methods of coping with bullying include empowering students to overcome the adverse effects of bullying. In addition, students who are bullies are encouraged to take accountability for their own behavior.

Students, teachers, and parents must share responsibility for fostering a respectful and inclusive environment for every child at Hisar School.

Our anti-bullying policy is based on the following justification:

- Allowing every student the right to enjoy learning in a safe and loving environment.
- Preserving and strengthening school values of mutual respect and solidarity across all members of the school community.
- Encouraging each student to flourish as a self-confident individual with a positive sense of self and a developed sense of responsibility.

Policy Statement

Hisar School aims to provide an environment free from behaviors that involve bullying. All school community members - Board of Trustees, school leaders, teachers, counselors, staff, students, and parents - should be knowledgeable about the definition of bullying and how to respond when dealing with bullying behavior.

Definition of Bullying

Bullying is a negative behavior by an individual or group toward another person (or another group) that is repeated over and over again. Bullying can be physical, verbal, psychological, or social, and can take place both in the physical world and in the digital environment. Bullying includes those who initiate the bullying (those who bully), those who are targeted (those who are bullied), and sometimes those who witness the bullying.

Our school community recognizes that bullying includes attitudes and behaviors that are;

- Intentional,
- Harmful and
- Involve an imbalance of power.

Examples of bullying behavior include, but are not limited to, the following:

- Striking, pushing, kicking, or performing similar actions that physically harm another person.
- Spreading negative rumors about or unfairly accusing another person.
- Threatening another person.
- Sending malicious messages about another person over the phone, e-mail, websites, blogs, etc. (also known as cyberbullying)
- Organizing actions intended to offend, threaten, anger, or isolate others.
- Orchestrating other people to threaten, ridicule, or isolate a targeted person.

Scope of Policy

The policy is valid;

- During school hours (including breaks)
- School trips
- School events
- throughout the time spent on digital networking and social media.



Educational strategies may include the following:

- Encouraging a positive school environment where bullying is not acceptable.
- Encouraging positive student behavior and role modeling.
- Building a holistic school approach to preventing bullying.
- Putting up anti-bullying posters in public areas of the school.
- Publishing the «Behavioral Development and Management Policy» on the school website.
- Holding training and seminars for students and parents on the correct use of social media and cyberbullying.
- Designing cross-disciplinary curricular programs fostering positive student relationships.
- Organizing meetings with parents regarding areas of development.
- Planning teacher and student training sessions on bullying.
- Continuously evaluating the effectiveness of the school's anti-bullying policies and practices.

Process of Investigating Bullying Behaviors

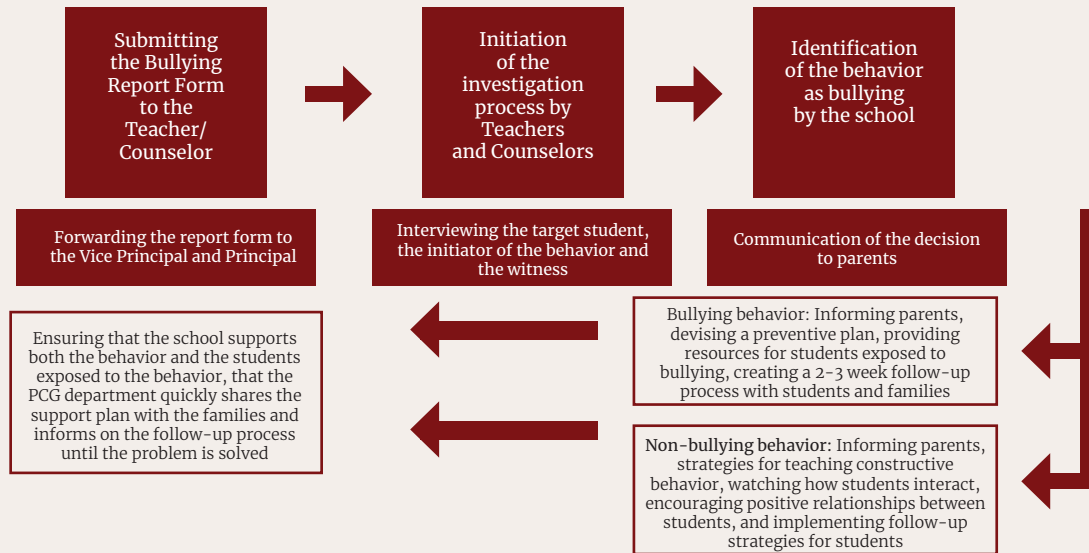
Teachers and counselors report any incidents to the school management. The School Management investigates all bullying-related reports in the light of this Policy.

Investigations are undertaken swiftly by contacting the student who has been the target of the bullying. Two types of Bullying Report Forms are available: one for Primary School students and one for Middle and High School students. After this stage of the investigation, a written report is generated.

The investigation report covers basic information on the incident, confirming whether acts of bullying have been verified and suggestions for intervention, including action.

The parents of every student engaged in bullying are informed. All bullying occurrences and associated behavioral trends are continuously monitored.

The flowchart below outlines the processes taken to investigate bullying activities.



Raising Awareness

Hisar School acknowledges the importance of effective communication between home and school to encourage desired student behaviors.

School community awareness of bullying is heightened by emphasizing positive school culture in newsletters and Parent-PCG meetings.

The interaction of the school community with other members is realized through reports submitted to the Board of Trustees and the policy available on the school's website.

Assessment

Every year, the “Behavioral Development and Management Policy” is reviewed to see how well the school performs in terms of preventing bullying. Depending on the results of the assessment, a new action plan is formulated and implemented. All incidents of bullying are closely monitored and parents are notified regularly.