



The  
Grammar  
School  
Nicosia



1963

# ANTI-BULLYING POLICY

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The Grammar School, Nicosia

## Anti-Bullying Policy

At The Grammar School Nicosia, we are committed to providing a safe, caring, and respectful environment for all students and staff. Bullying of any kind is unacceptable and will not be tolerated.

### 1.1 Definition of Bullying

Bullying is defined as **unwanted aggressive behavior** that involves an observed or perceived **power imbalance** and is either **repeated multiple times** or **highly likely to be repeated**.

This includes, but is not limited to:

- **Making threats**, either directly or indirectly.
- **Spreading rumours** with the intent to harm.
- **Physical or verbal attacks**.
- **Online harassment** (cyberbullying).
- **Deliberately excluding** someone from a group or activity.

### 1.2 Reporting of Bullying Incidents

Students, staff, or parents may report bullying incidents without fear of retaliation. All reports will be documented and investigated promptly. Initial reporting can be addressed to a teacher, a Head of Year, Head of Department, Deputy Headmasters, or Headmasters.

### 1.3 School Actions

Upon receiving a report of bullying, the school will take immediate action to investigate the incident.

The investigation will involve the collection and analysis of information regarding the **place, time, duration**, and **type of bullying behaviour** experienced by the student.

#### Further Actions:

- **Support for the student being bullied** to ensure their well-being and safety.
- **Disciplinary action** for the student engaging in bullying, in accordance with the school regulations outlined in the Disciplinary Actions section of the Discipline Policy.

- **Notification of parents or guardians** of both the victim and the student responsible for bullying.

#### **Communication with Parents and Students:**

- Parents and all students involved in the incident will be informed.
- Separate, individual meetings will be conducted with each party to ensure open dialogue and address the issue effectively.

*It is noted that in cases where parents are involved in abusing their children, information from the school is provided in such a way as to ensure the safety of the child. In case of proved parent abuse, the school counsellor will report the case to the Welfare Service.*

### **1.4 Consequences**

The consequences for violating the anti-bullying policy are designed to be **corrective rather than punitive**, with the goal of fostering understanding and promoting a change in behavior. These consequences may include:

- **Warnings** and counselling sessions with the school counsellor.
- More severe measures, such as **suspension** or, in extreme cases, **expulsion**.

In addition, **restorative practices** may be employed, requiring the student engaging in bullying to acknowledge their actions and actively work towards repairing the harm caused.

All consequences will be applied **consistently** and will be **proportionate** to the severity of the bullying incident, ensuring the school's commitment to a safe, respectful, and supportive learning environment remains a top priority.

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