



The
Grammar
School
Nicosia



1963

ANTI-BULLYING POLICY

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PERSON IN CHARGE: MR COSTAS
CHRISTOFOROU (HEADMASTER OFFICE)

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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 behaviour** 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, school's counsellor, 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.

If a child reports to a member of the school that is experiencing abuse, particular attention should be paid to what the child has to say. The child should be reassured that they did the right thing by reporting the incident. The incident is reported to the educational psychologist/school counsellor. 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 behaviour. 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.
