

NGG International School

Procedures against Bullying

This procedure applies to the entire NGG – within school hours and outside school hours. It is developed during the school year 2006/2007 and applies until a new procedure is made and approved.

School Principles

1. *Employees, parents and students at NGG care for one another and support the school creating a safe and positive environment.*
2. In the daily teaching, the school prevents bullying and if someone discovers that it takes place, teachers must make a quick intervention.
3. Everyone has a duty to respond to signs of bullying.

Additional efforts for the school year 2011/2012

1. A tutor arrangement trial.
2. School yard guards (students from Grade 8, Grade 5 in NGG ID)

Prevention

- The school must show that there is a zero tolerance policy on bullying and must immediately intervene.
- Teachers should encourage parents to contact each other in a conflict situation, and give them tools to help.
- NGG must, if requested by a teacher, purchase relevant teaching material – if desired.
- The homeroom teacher can arrange lectures for the parents and other teachers.
- Students must be told often that they must respect each other including each others opinions, capabilities and looks.
- Teachers must work on generating a “we”-sense in class – for example by common experiences.
- In case of disagreements between parents-teachers and / or management, these should not be discussed when children are present. This applies both at school and at home.
- The teacher must on a regular basis take subjects such as social life & behavior in class, for example in homeroom lessons.
- Subjects such as self-esteem and open-mindedness should also be addressed in class.

When bullying is taking place and discovered

- Students can safely confide in a teacher with confidentiality.
- Students must feel safe and happy in their everyday life and therefore any request will be taken seriously - but not over dramatized.
- The student must know - and accept – whom the teacher intends to inform about the possible bullying.

Bullying Strategy

1. When bullying is discovered, the teacher should react immediately and a plan should be established.
2. The teachers are called upon as soon as possible and the following bullets will be addressed:
 - Who is the bully (the leader) ?
 - What is it all about ?
 - Who (else) is involved ?
 - Do all agree with the plan ahead ?
3. If a problem arises, or in doubt, the Headmaster and Vice-Headmaster must be informed.
4. If the bullying is taken place over a period of time, the Headmaster and Vice-Headmaster must be involved and the student can be dismissed permanently – after some discussions with the home.

Termination of the relationship between school and home will take place if the home does not support the school and is only focused on their child alone and will not listen nor cooperate. All parties need to work together to achieve a good working/free time environment.
5. A follow-up meeting must take place, and the student being bullied needs help getting out of the negative “role”.
6. Students following or joining the bully will be involved in the meetings as well.