



Anti-Bullying Policy

Updated July 2025



Centurion International School, Bangkok CISB Anti-Bullying Policy - 2025-2026

Purpose

The purpose of the CISB Anti-Bullying Policy is to:

1. Ensure a safe, respectful, inclusive learning environment free from all forms of bullying.
2. Set out clear definitions, procedures and responsibilities for preventing, reporting and responding to bullying incidents.

Scope:

The CISB Anti-Bullying Policy shall apply to all students, staff, volunteers, contractors, parents/guardians and visitors on campus, at school-sponsored events (on or off campus), and in online or digital spaces used for school business.

Definitions

1. **Bullying:** Deliberate, repeated behaviour by an individual or group that causes harm (physical, verbal, psychological or social) to another person feeling powerless to stop it.
2. **Cyberbullying:** Bullying conducted via electronic means (social media, messaging apps, texting, email, gaming platforms), including harassment, spreading rumours, impersonation or exclusion.
3. **Physical Bullying:** Hitting, kicking, pushing, spitting, taking or damaging belongings.
4. **Verbal Bullying:** Name-calling, threats, insults, racist or sexist remarks, taunting, mocking.
5. **Social/Relational Bullying:** Excluding, ignoring, spreading rumours, damaging someone's reputation, encouraging others to exclude.
6. **Bystander:** Anyone who witnesses bullying. Bystanders may support the victim, support the bully, join in, or do nothing.

Guiding Principles

The CISB Anti-Bullying Policy is guided by the following principles:

- Respect for the dignity and rights of every member of the school community
- Promotion of empathy, compassion and responsible citizenship
- Zero tolerance for bullying
- A restorative approach: repair harm, rebuild trust, strengthen relationships
- Confidentiality, fairness and procedural consistency
- Compliance with Thai law and relevant Ministry of Education guidelines

Roles and Responsibilities

1. Board of Directors

- a. Review anti-bullying policy
- b. Allocate resources for training, counselling and prevention programs

2. Head of School

- a. Lead the implementation and monitoring of the policy
- b. Ensure staff and students are aware of policy and procedures
- c. Report annually to the Board on bullying incidents and trends

3. Dean of Students

- a. Coordinate training, awareness campaigns, data collection and policy review
- b. Oversee incident investigations and outcomes
- c. Facilitate restorative conferences

4. Teachers and Staff

- a. Foster classroom cultures of respect and inclusion
- b. Model positive behaviour and intervene immediately if bullying is suspected
- c. Report all incidents promptly through the designated channels

5. Guidance Counsellor / Pastoral Care Team

- a. Provide support to victims, bystanders and those who bully
- b. Facilitate restorative conferences, social skills groups and behaviour coaching

6. Students

- a. Treat peers with respect and kindness
- b. Report incidents of bullying, whether experienced or witnessed
- c. Participate in prevention programs and restorative activities when required

7. Parents/Guardians

- a. Reinforce at home the school's values of respect and empathy
- b. Report concerns or incidents to school staff
- c. Support restorative plans and any follow-up measures
- d. Trust that the school will do everything in its power to ensure the safety of all students

Prevention Strategies

1. Curriculum Integration

- a. Embed social-emotional learning during Advisory Class (PSHE), digital citizenship and conflict-resolution skills across subjects
- b. Regular class discussions, role-plays and projects on empathy, diversity and inclusion

2. Whole-School Activities

- a. “Anti-Bullying Week,” assemblies with themes of anti-bullying, guest speakers and student-led campaigns
- b. Posters, newsletters and digital signage reinforcing positive behaviours

3. Staff Training

- a. Annual professional development on bullying prevention, cyber safety, bystander intervention and restorative practice

4. Student Leadership

- a. Peer mentoring, buddy systems, student welfare committees and “safe space” ambassadors

5. Digital Safety

- a. Clear ICT Acceptable Use Policy
- b. Monitoring of school networks for harassment or inappropriate content

Reporting Procedures

1. How to Report

- a. Any member of the community may report via:
 - i. Email or phone call to the Dean of Students, Head of School, or other School Leadership Team Member
 - ii. Confidential Drop-Box in the Student Success Center
 - iii. Students should feel empowered to report directly to classroom teachers

2. Anonymous Reporting

- a. Available through the Confidential Drop-Box in the Student Success Center; all efforts will be made to follow up while respecting anonymity

3. Timescales

- a. Acknowledgement of report: within 24 hours
- b. Preliminary assessment: within 48 hours
- c. Full investigation: completed within ten school days

Investigation and Response (Led by the Dean of Students)

1. **Initial Assessment:** Determine severity, risk of harm, number of people involved and any safeguarding issues

2. Investigation Steps

- a. Interview victim, alleged bully, witnesses (document statements)
- b. Preserve evidence (screenshots, messages, physical evidence)
- c. Consult with Head of School, Guidance Counsellor and other Senior Leadership, if necessary

3. Decision-Making

- a. Findings classified as: “No bullying, Low-level incident, Serious or repeated bullying”

4. Actions and Sanctions

- a. Low-level incidents: teacher-led conversation, apology letter, break detention, parental notification, restorative conference
- b. Serious/repeated, Mid and High-Level incidents: meeting with parents, Internal or External Detention, Behaviour Report Card, restorative conference, potential participation in the Pastoral Support Programme
- c. Extreme cases: permanent expulsion, referral to external agencies or Thai authorities if criminal conduct is involved
- d.

5. Support and Remediation

- a. Victim: counselling, safety plan (changes to timetable, escort between classes– if necessary)
- b. Bully: individual or small-group counselling, social skills training, monitored reintegration
- c. Bystanders: debrief and coaching on positive intervention

Monitoring and Review

1. Data Collection

- a. Maintain a secure register of all reports, investigations, outcomes and follow-up actions
- b. Track patterns by year level, location, type of bullying, repeat individuals

2. Annual Review

- a. Senior Leadership Team to analyse data, survey students/staff and prepare an annual Anti-Bullying Report
- b. Recommend policy amendments, resource needs and training priorities to the Head of School and Board of Directors for budgeting purposes

3. Policy Revision

- a. Full policy review every two years, or sooner in response to legislative changes, serious incidents or emerging trends

4. Communication

- a. Policy distributed to all staff, students and parents at the start of each school year
- b. Included in the Student & Parent Handbook and displayed on the school website

- c. Regular reminders in assemblies, newsletters and parent-teacher meetings

By implementing this Anti-Bullying Policy, Centurion International School of Bangkok reaffirms its commitment to fostering a community where every member feels safe, valued and empowered to learn and grow.

Date of Last Review: July 2025

Next Review: July 2026