



HASSERIS GYMNASIUM & SCHOOL



STRATEGY TO PREVENT BULLYING

**Hasseris Gymnasium
&
IB World School**

Strategy to Prevent Bullying

According to the law on pupils' and students' study environment at youth education level <https://www.retsinformation.dk/forms/r0710.aspx?id=188636> , all youth educations must have an anti-bullying strategy. This includes digital bullying. In addition, reference can be made to the provisions of the Act concerning rules of study and order etc. in upper secondary education. <https://www.retsinformation.dk/Forms/R0710.aspx?id=192670>

The anti-bullying strategy at Hasseris Gymnasium is based on the IB Department's Mission, Vision and Strategy and the shared values of the entire school as expressed in the school's "Værdigrundlag", and the strategy focuses on well-being, sense of community, digital education and upholding the good teaching and learning environment Hasseris Gymnasium and IB World School. By definition, bullying will most likely be a group phenomenon that will pose a threat to the communities and values we want to promote. For example, bullying can appear as exclusion and rejection from different communities and the use of harsh and derogatory language.

Definition of bullying

In the definition of bullying, we at Hasseris Gymnasium take DCUM's (Danish Centre for Educational Environment) tool – *Eight Signs of Bullying* - as a basis for diagnosing whether bullying is in fact taking place.

Examples of preventive measures

- well-being talks with the IB Student Advisor and IB Coordinator Team
- class-based mentoring sessions
- joint lessons on digital literacy
- social activities within and across year groups
- teacher team structures around all classes.
- fixed seats in all classes and fixed groups.

Elements of actions and people responsible		
Element	Issues	Agents
The incident	Inquiry by teacher, students, team, IB Student advisor, IB Coordinator Team	The IB Coordinator Team
Investigation	Is bullying taking place? What type of bullying is it? What has happened? Who is involved? (bullies, victims, bystanders, accomplices) Where did it happen? What are the causes? Is it systematic?	The IB Coordinator Team and the IB Student Advisor

Emergency response	Obligation to act - within 10 days How do we stop bullying? Confrontation of parties involved? Help for victim and others? Who should be informed?	The IB Coordinator Team The IB Student Advisor Teachers Class Teacher Team
Action plan	How do we prevent bullying in the future? What concrete measures need to be taken? How and when is evaluation carried out? Who should be informed?	The IB Coordinator Team The IB Student Advisor Teachers Class Teacher Team Students
Follow-up	Evaluation of the specific intervention	The IB Coordinator Team The IB Student Advisor

*based on the DUCM contingency plan (in Danish) <http://dcum.dk/media/1578/beredskabsplan.pdf>

Action plan

In the event of a confirmed case of bullying, the IB Coordinator Team and the IB Student Advisor - in cooperation with the parties involved - must determine the nature and extent of the bullying. This must include assessing whether sanctions should be applied and whether other agents should be involved (teachers, parents, school psychologists, etc.).

A strategy will be drawn up for both the short and long term.

The IB Coordinator Team and the IB Student Advisor will confront and establish a dialogue with those involved and the class as a whole, so that bullies, victims, followers and bystanders are all involved in solving the problem. This action may also involve support from the class team teachers and IB Coordinator Team.

Specific actions must thus depend on the nature and extent of the specific case of bullying as well as on any number of solutions proposed in the conversation with the class.

It must be ensured that the actions are followed up by the Student Advisor, the class team teachers and the IB Coordinator Team.

Further Information

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