

Anti-Bullying Policy – Silver Fern International School

Vision Statement of SFIS:

To inspire and empower every learner to thrive as a compassionate, curious, and globally responsible individual—ready to lead meaningful change in an interconnected world.

Mission Statement of SFIS:

At SFIS, we are a collaborative learning community committed to nurturing internationally-minded learners. We empower students to become creative and critical thinkers, fostering a spirit of inquiry and reflection. Through meaningful learning experiences, we support them in becoming compassionate, knowledgeable, and principled individuals who take responsible action to make a positive difference in their local and global communities.

Date Adopted: 28/12/2022

Review Date: July 2025

Rationale

Silver Fern International School (SFIS) is committed to providing a safe, supportive, and inclusive learning environment for all members of our community. Aligned with the principles of the International Baccalaureate (IB) and the Thai Ministry of Education (MOE), this policy recognizes that bullying—whether physical, verbal, social, or cyber—hinders students' academic achievement, emotional well-being, and social development. SFIS seeks to prevent, identify, and respond effectively to all forms of bullying behavior to protect the rights and dignity of every learner.

This policy aims to uphold the SFIS mission of nurturing internationally minded citizens who take action in the community. By fostering respectful relationships and promoting attributes of the IB Learner Profile, SFIS prepares learners to thrive in a diverse and inclusive society.

Policy Statement

Bullying is strictly prohibited in any form, setting, or medium within the SFIS community. It is contrary to the values of the IB and Thai MOE policies on student well-being and discipline.

Bullying is prohibited:

1. During any school-sponsored or school-sanctioned program or activity.
2. On school premises, including school buses or other school-provided transportation.
3. Through the use of any school-owned or personal electronic device, if the behavior disrupts the educational process.
4. Outside school premises when the act negatively impacts a student's ability to learn or participate in school activities.

Definitions

Bullying: Severe or pervasive acts or conduct, physical or verbal, including electronic communication, that:

- Places a student in reasonable fear of harm.
- Causes harm to mental or physical health.
- Interferes with academic performance.
- Limits participation in school services, activities, or privileges.

Cyberbullying: Use of technology to harass or intimidate others. This includes impersonation, spreading harmful content, or repeated messaging that causes distress.

Forms of Bullying:

- Physical violence
- Verbal abuse or name-calling
- Social exclusion
- Sexual harassment or misconduct
- Cyberbullying
- Theft, intimidation, stalking
- Public humiliation or threats

This list is illustrative, not exhaustive.

Reporting Mechanisms

- Students are encouraged to report bullying to any trusted staff member, teacher, advisor, or school leader.
- Parents should report directly to the Head of School or Thai Principal.

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- No disciplinary action will be taken based solely on anonymous reports without corroboration.

Key Contacts:

- Mrs. Rizwana Amin, Head of School (riza.a@silverfern.ac.th)
- Mrs. Thongbai Sawatpon, Thai Principal (thaiprincipal@silverfern.ac.th)

Investigation Process

- All reports will be investigated promptly, ideally within 10 school days.
- Parents and students will be consulted during the investigation process.
- Relevant information will be collected from witnesses, digital evidence, and documentation.
- Confidentiality will be maintained, and privacy laws respected.

Response and Interventions

If bullying is confirmed, SFIS will use developmentally appropriate and restorative strategies:

- Counseling and psychological services
- Conflict resolution or peer mediation
- School social worker support
- Behavioral contracts
- Restorative justice practices

Restorative measures aim to:

1. Promote empathy, accountability, and personal growth.
2. Foster reconciliation and relationship-building.
3. Maintain a safe and productive school climate.

Disciplinary Actions

Consequences may include:

- Verbal or written warnings
- Parent-teacher conferences
- Loss of privileges
- Suspension or expulsion (in serious cases)
- Referral to external agencies when necessary

SFIS reserves the right to intervene in out-of-school incidents that impact the school community.

No Retaliation

SFIS prohibits retaliation against any student or parent who reports bullying. Any such reprisal will be treated as bullying and dealt with accordingly. False reports made intentionally will also be subject to disciplinary consequences.

Education and Prevention

- All staff and students will receive orientation and regular training on recognizing and preventing bullying.
 - The school will organize workshops and campaigns that promote respect, empathy, and the IB Learner Profile.
 - Regular surveys and feedback will inform future policy improvements.
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Policy Review

This policy will be reviewed every year or as needed to align with:

- Updates from the Thai Ministry of Education
 - Revisions to IB guidelines
 - School community feedback
 - New developments in child safety and digital citizenship
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References

- International Baccalaureate (2019). *Programme Standards and Practices*.
 - IB (2018). *Learning Diversity and Inclusion in IB Programmes*.
 - Thai Ministry of Education: *Student Protection Act and Child Rights Guidelines* (2017).
 - UNESCO (2019). *School Violence and Bullying: Global Status Report*.
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