

ANTI BULLYING POLICY

Protecting and Nurturing



August 2018

PRINCIPLES AND VALUES

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying is not tolerated. The school will seek ways to counter the effects of bullying that may occur within the school or local community. The ethos of our school fosters high expectations of behavior and we will consistently challenge any behavior that falls below this.

OBJECTIVES

All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is

- All teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported or witnessed.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.

The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be – whether the school community is directly or indirectly affected by bullying or not. MZS is committed to providing a safe and caring environment that fosters respect for others and does not tolerate bullying.

DEFINITION OF BULLYING

Bullying is an ongoing act of aggression causing embarrassment, pain or discomfort to another.

- Elements of bullying include – wanting to hurt someone, acting on this desire, the action is hurtful, an imbalance of power, no reason for the action, is persistent and the bully gets pleasure from hurting the victim.
- It can be planned and organised or it may be unintentional.
- Individuals or groups may be involved.
- Bullying can be short term or continuous over time.

Bullying can take many forms. We consider the following behaviours to be bullying:

Emotional	Being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of or focusing on the issue of sexuality
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing, screaming.
Cyber bullying	All areas of internet, such as email and internet chat, Twitter, Facebook misuse

IF BULLYING OCCURS

- we may feel frightened, unsafe, embarrassed, angry or unfairly treated. Our work, sleep and ability to concentrate may suffer
- our relationships with our families and friends may be affected and we may feel confused and not know what to do about the problem.

STRATEGIES TO DEAL WITH BULLYING

At MZS we will:

- Openly talk about bullying – what it is, how it affects us and what we can do about it.
- Teach our children the skills which will build their self-esteem and empower them to take the responsibility for themselves – and give them the opportunity to practise these skills. (Second Step)
- Implement the policy which clearly states what actions we will take to deal with bullying behaviour.

RESPONSIBILITIES OF STAFF

- be role models in word and action at all times
- ensure that our classroom management practices support respect for others
- be observant to signs of distress or suspected incidents of bullying
- deal with all reported and observed incidences of bullying as set out in this policy
- ensure that children are supervised at all times;
- during yard duty make efforts to remove occasions for bullying by actively patrolling
- arrive at class on time and move appropriately between lessons including specialist lessons
- report incidences of bullying to the Assistant Principal/Principal if this is warranted

RESPONSIBILITIES OF STUDENTS

- 'tell' (eg. a parent, teacher, staff member) if they are being bullied or if they see someone else being bullied – both at school and on the way to or from school
- help someone who is being bullied
- not bully others

RESPONSIBILITIES OF PARENTS

- watch for signs that their child may be being bullied eg. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising
- speak to someone on staff (classroom teacher first) at YPJ School if their child is being bullied, or they suspect that this is happening
- encourage their child to 'tell' if they are bullied

REPORTING BULLYING

Incidences of bullying can be reported to any teacher or the Principal by children and their parents. Any bullying incidents that are dealt with will be recorded and this record will be used to manage and resolve the situation in a proactive manner. It is important that any instance or reporting of bullying is acknowledged and managed appropriately.

PROCEDURES FOR REPORTED INCIDENCES OF BULLYING

- Steps to be followed upon report of bullying:

- Incidents of bullying reported Incidents related to appropriate person if necessary
- Appropriate person interviews alleged perpetrator, victim and any bystanders to establish facts
- Reports filed for future reference

ACT OF BULLYING VERIFIED

- Appropriate person counsels so that person who bullied is aware of the effect on victim
- Appropriate person ensures the perpetrator acts in a responsible and constructive way to remedy the situation (written or verbal apology also needs to be given)
- Teacher puts appropriate steps from Behaviour Management Policy in place (withdrawal, detention, etc)
- Teacher and student fill out a Bullying incident form which is sent home for discussion and parent signature
- Administration files 'Bullying Incident Form

INCIDENCE OF BULLYING

- Appropriate person notifies parents and an interview time is made
- Incident is recorded on a 'Bullying Report"
- Bullying Report is filed in Administration area

If further incidence of the bullying cycle occurs:

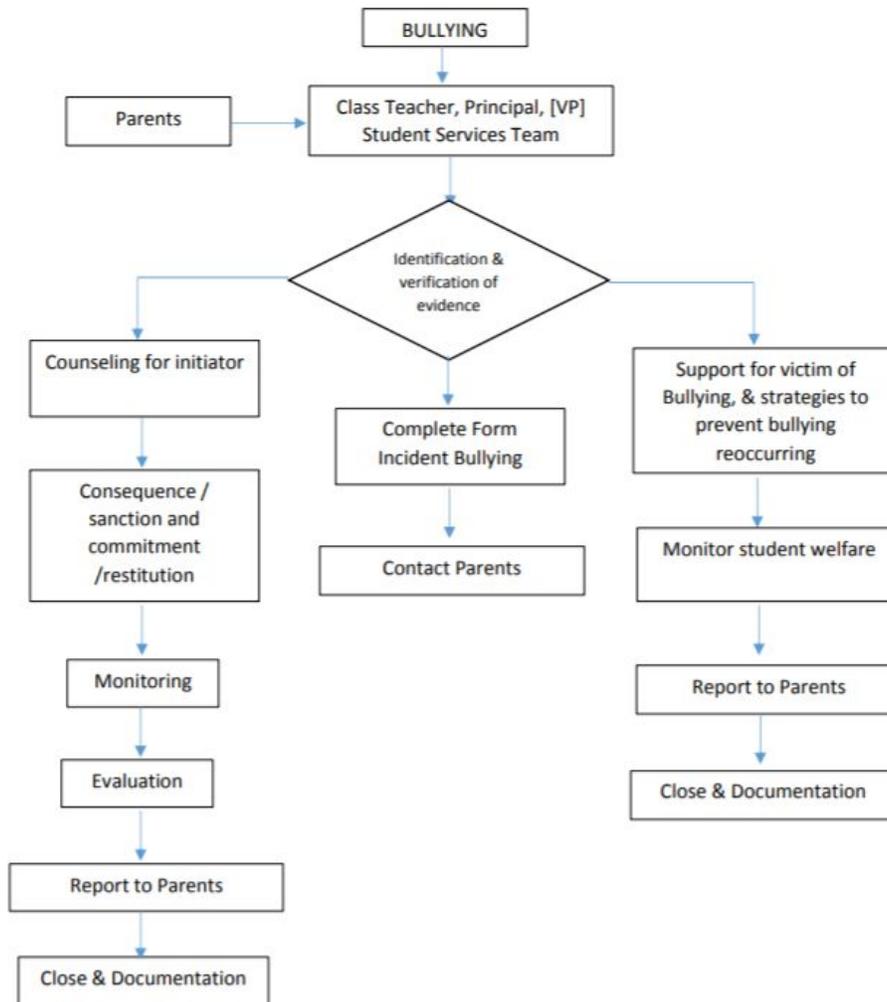
- Teacher, in collaboration with Principal, to interview student and their parents
- Principal to make clear consequences of repeat occurrence
- Counselling (on a private basis) is recommended for student who bullied
- Further action (internal/external suspension, termination of enrolment) is at the prerogative of the Principal.
- Act of bullying not verified. Teacher to record incident.

EVALUATION

The frequency or continuation of bullying will be monitored after six months and then after twelve months, alongside the effectiveness of the procedures as stated above. It will be evaluated by:

- Noting if there has been a reduction in reporting or observed incidences of bullying.
- Speaking to parents who have reported incidences to find out if the problem has been resolved.

ANTI BULLYING RESPONSE FLOWCHART



Reviewed August 2018
Policy adapted from YPJ School

