ANTI-BULLYING POLICY

STATEMENT OF AIM
The primary goal of this policy is to clearly define bullying, establish procedures for preventing and addressing bullying incidents, and to emphasize that our community values diversity, tolerance, and mutual respect. This policy delineates the responsibilities of teachers, parents, and students in preventing and responding to incidents of bullying.

DEFINITION OF BULLYING: Bullying is a targeted pattern of behavior by an individual or group, repeated over time, that intentionally inflicts harm—either physically or emotionally—upon another individual or group.

TYPES OF BULLYING
Bullying may take various forms, including but not limited to:

- **Physical bullying**: The use of physical actions to intimidate or harm, such as hitting, poking, tripping, spitting, or pushing. Intentional and repeated damage to someone's belongings is also considered physical bullying.
- **Verbal bullying**: Recurrent or systematic name-calling, insults, homophobic or racist remarks, and verbal abuse. This may also involve threats or manipulation.
- **Social bullying**: Spreading false information, rumors, humiliating or demeaning jokes, mimicking, or intentionally excluding someone.
- **Cyberbullying**: Employing technology, such as text messages, emails, or social media, to engage in verbal, social, or psychological bullying. This may also involve the misuse of photos or videos.

OUR BELIEFS ABOUT BULLYING
Bullying is unacceptable, and all members of our school community have a duty to foster positive relationships and prevent bullying. Persistent victimization at school can have severe and long-lasting effects on the mental and physical well-being of both the targeted individuals and the perpetrators. Our community acknowledges that the term "bullying" carries strong emotions and should be used in accordance with the definition provided.

PREVENTION OF BULLYING
Creating a positive school culture and climate that embraces diversity, inclusivity, and respect for others is fundamental to preventing bullying. This should be reflected in respectful relationships across the entire school community, encompassing students, teachers, and families. The school fosters an environment where everyone feels comfortable discussing bullying incidents by encouraging open dialogue between staff and students. Appropriate channels are provided for students to voice their concerns in a safe and supportive environment. Staff members receive annual training on bullying prevention, detection, intervention, and reporting during orientation. Students are supported through the integration of anti-bullying components into the school curriculum, and teachers actively work to build strong relationships with students, promoting trust and open communication.

RESPONSIBILITIES FOR PREVENTING BULLYING

This section outlines the responsibilities of teachers, parents, and students in preventing bullying. Each group plays a critical role in creating a safe and inclusive environment for all students. Teachers are responsible for employing classroom management strategies, discussing bullying with students, fostering self-esteem and respect, and being alert to signs of distress. Parents are responsible for encouraging participation in school activities, fostering strong friendships, being a positive role model, keeping communication open, and supporting the school community. Students are responsible for treating others with respect, standing up against bullying, taking care of themselves, using technology responsibly, participating in school activities, and participating in anti-bullying programs and events. By working together and fulfilling these responsibilities, we can prevent bullying and create a positive school culture where all students feel supported and included.

Teachers	Parents	Students
• Assist children who are isolated or alone to participate in activities, interests, and hobbies. By doing so, we can help build their confidence and friendships, which can in turn prevent bullying. • Discuss bullying with all classes so that every student learns about the damage it causes and the importance of telling a trusted adult if it happens. We can educate our students about the negative effects of bullying on individuals and the wider community, and how we can all work together to prevent it. • Employ classroom management strategies that will prevent and deter any acts of bullying. We must establish clear expectations for behavior, consistently enforce classroom rules, and monitor the classroom and school environment for signs of bullying. We can also encourage positive behavior and acknowledge students who exhibit kindness and respect towards others. • Foster our students' self-esteem, self-respect, and respect for others. We can provide opportunities for students to build their self-confidence and develop a sense of belonging through classroom activities, group projects, and extracurricular activities. • Be alert to the signs of distress and other possible indications of bullying. By being vigilant, we can identify potential bullying incidents and intervene before they escalate. We must also	• Encourage your child to participate in all school activities, including trips, clubs, events, and after-school activities, as they are excellent opportunities to build relationships and community involvement. By engaging in these activities, your child can meet new people and form positive relationships that can help prevent bullying. • Encourage your child to make and maintain strong friendships. Strong friendships can provide a sense of belonging and support, which can help protect against bullying. Encourage your child to be inclusive and respectful of others, and to stand up against bullying when they witness it. • Be a positive role model for your child, showing kindness and respect to others. Children learn by watching how adults manage stress and conflict and how they treat others in their lives. By modeling kindness and respect, you can teach your child valuable social skills that will help them in all aspects of their life. • Keep the lines of communication open with your child. Taking time each day to discuss their day with them can help them feel supported and cared for, and can also provide an opportunity for you to check in on their social interactions and identify any potential problems. • Support the school and community in maintaining a safe, respectful, and responsible environment. Attend	• Treat others with respect and kindness. Be inclusive and welcoming to all students, regardless of their background or interests. Do not use hurtful language or engage in behaviors that may be perceived as bullying. • Stand up against bullying. If you witness bullying, do not ignore it. Speak up and report it to a trusted adult or school official. You can also intervene and support the victim, such as by offering to walk with them or inviting them to join your group. • Take care of yourself. Build your self-esteem and confidence by pursuing your interests and hobbies, and surround yourself with positive and supportive friends. Practice self-care techniques like exercise, mindfulness, and positive self-talk to help you cope with stress and anxiety. • Use technology responsibly. Do not use social media or other digital platforms to harass, bully, or spread rumors about others. Always think before you post, and remember that your actions online can have real-life consequences. • Participate in school activities and programs. Join clubs, sports teams, and other extracurricular activities to meet new people and build positive relationships. • Participate in anti-bullying programs and events to learn more about how to prevent bullying and promote respect and kindness at school.

report any bullying incidents to the appropriate school officials and follow the school's procedures for responding to bullying incidents.	parent-teacher conferences, participate in school events, and stay informed about the school's anti-bullying policies and procedures. By working together, we can create a safe and inclusive environment where all students can thrive.	

PROCEDURES FOR INCIDENTS OF BULLYING

Responsibilities of Parents:
If you suspect your child is a victim of bullying behavior, it is essential to take prompt action. Here are some steps you can take:

- Inform the school administration immediately. Contact your child's teacher, guidance counselor, or principal to report the incident and seek assistance.
- Look for unusual behavior in your child. If your child is hesitant to attend school, is frequently feeling ill or anxious, or is not acting like their usual self, it may be a sign that they are being bullied.
- Tell your child not to take physical action and to report bullying incidents to a teacher or administrator. Ensure your child knows that they will be supported and encouraged to seek help if they experience bullying.
- Discuss the situation with your child in a non-judgmental way, trying to elicit the facts of the situation. Help your child feel supported and encourage them to report future incidents.
- Work together with the school to resolve the problem. Attend meetings with school officials and follow up regularly to monitor the situation.

If you suspect your child is bullying others, here are some steps you can take:

- Discuss the situation with your child, trying to elicit the facts of the situation. Listen in a non-judgmental way and encourage your child to take responsibility for their behavior.
- Help your child understand the impact of their behavior on others by discussing how this type of behavior might make them feel if they or a younger sibling were on the receiving end.
- Keep the lines of communication open with your child, talk and listen to them frequently, and work with them to come up with a plan to stop the bullying behavior.
- Work together with the school to resolve the problem. Attend meetings with school officials and follow up regularly to monitor the situation.

Responsibilities of Staff in suspected cases of bullying:

- Intervene immediately to diffuse the situation. Separate the victim, the bully, and any witnesses and provide support to the victim.
- Speak separately to the suspected victim, the suspected bully, and any witnesses. Take detailed notes of the incident.
- Complete a detailed Incident Report for the school administration. All submitted reports will be followed up by the School Leadership Team.

Responsibilities of the School Leadership Team:

- Respond promptly and effectively: The school leadership team must act swiftly to investigate any reported incidents of bullying. A designated team of trained staff members investigate promptly and impartially, conduct interviews with the target, alleged bully, and any witnesses, gather relevant evidence, and document all findings in a confidential and organized manner. Depending on the outcome of the investigation, the Student Evaluation Committee (grades 6-8) or the Discipline Committee (grades 9-12) will

- Provide support and assistance: The school leadership team must provide immediate and ongoing support to all parties involved. This includes offering counseling services, increased supervision, and check-ins to ensure the well-being of the victim and addressing the underlying issues that may have led to the bullying behavior.
- Communicate with parents and guardians: The school leadership team must inform the parents or guardians of the children involved and work with them to address the situation. They should keep them updated on the progress of the investigation and the actions taken to prevent further incidents.
- Record and report all incidents: The school leadership team must record all incidents of bullying and document them in the student's confidential file. They should also regularly review and analyze reported incidents and trends to identify areas for improvement or additional support.
- Implement prevention and education programs: The school leadership team should implement school-wide anti-bullying programs that promote a positive school culture and teach students about the impact of bullying. They should provide training and resources for staff on identifying, preventing, and addressing bullying, encourage open communication between students, staff, and parents/guardians about bullying, and regularly review and update the school's bullying policy.

By working together, we can prevent bullying and create a safe and inclusive environment for all students.

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Document History		
Date	Details	Responsible
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May 2022	Policy modified	Brett Warfield
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