

Introduction to Bullying policy

What is bullying?

Extensive research has been conducted and the researchers have compiled the following definitions:

A student is being bullied or victimised when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more students (Olweus, 1993).

Bullying is long standing violence, physical or psychological, conducted by an individual or a group and directed at an individual who is not able to defend himself (Roland, 1993).

Bullying is the wilful, conscious desire to hurt another and put him/her under stress (Tattum, 1993).

In a nutshell, ***bullying is a deliberate, conscious desire to hurt, threaten and frighten someone.*** Bullying hurts and it will keep hurting if not nipped in the bud. Bullying is more importantly also in direct contrast to the Matthew 22 principle of loving your neighbour.

Three forms of bullying are:

Physical bullying

- pushing
- tripping up
- kicking
- hitting
- punching
- pinching
- biting
- forcing others to do things that they don't wish to do
- taking or damaging others belongings

Verbal bullying (this can also take the form of cyber bullying via social network media)

- teasing, mocking and taunting
- abusive comments about appearance
- verbal threats
- threatening and embarrassing gestures
- insulting family members, genders, race and religion
- name calling
- writing nasty letters about someone

Psychological bullying

- spreading nasty rumours
- deliberately excluding someone from activities
- influencing/telling others to dislike someone
- making a fool of someone
- trying to dominate a person

Bullying is not part of growing up and children will not grow out of it. It is not an overstated problem nor is it a rite of passage. Bullying is reality and it will not eventually stop if ignored.

Consequences of bullying

Bullying can impact on a number of parties. Those affected are the victims of bullying, the bully, family and friends, and the learning environment.

Children who are bullied have to endure a great deal of misery and they often suffer from one or more of the following physical, emotional, social and educational consequences.

Physical consequences

- headaches
- bedwetting
- loss of appetite
- poor posture
- stomach ailments

Emotional consequences

- depression
- suicidal
- anxious
- fearful

Social consequences

- isolated and lonely
- no friends
- difficulty mixing with others
- become very shy

Educational consequences

- withdrawal from school activities
- afraid to ask questions
- cannot concentrate on work
- hide lack of understanding for fear of being teased
- underachieve so they don't appear to be too clever

There are also telling consequences for the bully:

- Bullies often turn into anti-social adults.
- Bullies are more likely to abuse their children and spouses or partners

"What is done to children, they will do to society." (Karl Menninger – Quotes on children, 2001)

Both the child being bullied and the bully need help. You need to be there for them!

Christ Church Preparatory School and College Bullying Policy

CHRIST CHURCH OPPOSES BULLYING

The school

- expects a high standard of behaviour at all times
- aims to provide a safe and caring environment for everyone
- has a policy for detecting, preventing and dealing with bullying
- is educating pupils about issues related to bullying behaviour
- offers support to all pupils

To this end, we aim to establish a community in which everybody feels valued and safe, and where individual differences are appreciated, understood and accepted. Every child has a right to enjoy their time at school. This community does not tolerate bullying or harassment. Respect for others is expected.

Christ Church Preparatory School and College aims to:

Promote an atmosphere and ethos at the school of warm, loving and caring concern.

Promote in each child respect and empathy for others and the environment.

At Christ Church Preparatory School and College everyone has **Rights & Responsibilities**

Rights

To feel safe

To learn and grow

To be respected

To be valued

To be different

Responsibilities

To respect yourself

To respect others

To use common sense

To support others

To show compassion and understanding

We Do Not Tolerate Bullying

It is your right and responsibility to report bullying, whether it happens to you or to someone else.

What Is Bullying?

Bullying is any behaviour intended to hurt, injure, threaten or frighten another person in such a way that the person feels that he cannot do anything about it.

Do You Bully?

Have You Been Bullied?

Bullying comes in many forms, including:

- Calling hurtful or racist names
- Being picked on
- Deliberately punching, hitting, bumping
- Teasing
- Spreading rumours about someone
- Mocking
- Repeatedly “putting down” someone
- Threatening
- Deliberately ignoring and avoiding
- Taking or damaging property

Bullying

- Is a misuse of power
- Is uninvited aggressive words or action
- Is hurtful

What To Do If You Are Bullied

- Tell the bully to stop. State quite clearly that the behaviour is unwelcome and offensive.
- Seek help. Talk about it to someone you trust. There is nothing so awful that we can't talk about it with someone.
- Report it to a member of staff, or a student leader. The School does not tolerate bullying. Feel confident that any incident can be resolved satisfactorily.

What To Do If You Know Someone Is Being Bullied

- Care enough to do something about it, whether it affects you personally or not.
- Early intervention can defuse a situation before it gets out of hand.
- Report it to a member of staff, or a student leader.

To the pupils:

It is your right and responsibility to report bullying, whether it happens to you or to someone else. To remain silent is to condone (allow and accept) bullying. Speaking out is the greatest weapon we have against bullying. Reporting bullying is what stops bullying. Reporting bullying is not telling tales, it is being responsible.

- It is your right to be respected.
- It is your responsibility (duty) to respect others.
- It is your right to feel valued.
- It is your responsibility to value others.
- It is your right to feel happy.
- It is your responsibility not to destroy the happiness of others.

Are you in a conflict situation (fighting) or are you being bullied?

There are three ways for you to check if behaviour is bullying.

Ask yourself:

- Is the behaviour malicious (mean and unacceptable)?
- Is it deliberate / intentional?
- Is it persistent (happening over and over)

It is important to note that placing an offensive or hurtful public message, picture or statement of another person, even if it is only once, on a social media site or any public platform where it can be viewed and/or repeated by others, is regarded as bullying, and will be dealt with accordingly.

Negative behaviour, which is not bullying, will be dealt with according to the school's code of conduct.

If you are not being bullied, but are fighting with peers, or are unhappy, try to remember the following:

- Each person is unique, special and important.
- Be aware of yourself and your feelings and reactions, and be aware of the impact your words and actions can have on others.
- Show respect to yourself and others.

ABOVE ALL:

- **Remember the core value of Christ likeness, and ask yourself if you are following the example of Jesus Christ.**

To the teachers:

- Take each report / incident seriously – remember our approach is one of stopping bad behaviour immediately, in order to avoid it becoming bullying.
- Ascertain whether it is, indeed, a case of bullying.
- If you believe that the behaviour has been hurtful, offer the necessary support or refer them to the school pastoral team.
- It is important that you follow up with all pupils concerned to ensure that the behaviour has stopped.

To Prevent Bullying

- Respect yourself and others
- Work to create a pleasant school environment for all.
- Learn to tolerate and accept individual differences.
- Support the school policy on bullying.

Support Programmes

It is these programmes that make the bullying policy a living document. These programmes need to be age appropriate and content needs to be relevant to the situations and circumstances.

Each educator has been educated as to what a bully is and how to deal with them.

A procedure needs to be followed:

STEP 1

- the bullied child reports to the educator.
- Educator must investigate the incident thoroughly.
- Fill in the hurtful behaviour report with the pupil.
- Call in the pupil accused of bullying, and give them an opportunity to present their side of the story.
- Offer assistance, by suggesting alternative, more socially acceptable behaviours.
- Begin the restorative process – suggest that the “bully” writes a letter of apology to the offended pupil.
- Forward the report to the Deputy Principal, who will keep it on record
- The bully will receive a demerit.
- The parent is informed of the incident as he / she will be invited to discuss the issue, and the way forward, with the teacher and deputy principal.

Step 2

If the same pupils are involved in a second incident, a second hurtful behaviour report must be completed and referred immediately to the school pastoral team and deputy principal.

- Assistance will, again, be offered to both parties.
- The “bully” will be given a detention, as a disciplinary consequence.
- The parents will be called to a meeting with the deputy principal.

Step 3

If a subsequent incident occurs, the matter will be referred to the principal, who will evaluate and administer disciplinary consequences.

These could include:

- Saturday detention
- Removal of privileges
- Suspension from school
- Expulsion

The pupil will be asked to attend counselling sessions, at a cost to parents. Evidence of these sessions must be submitted to the school.

It is understood that coercion, and fear of punishment, are not ideal in bringing about positive and permanent behavioural changes. Although we have a policy dealing with behavioural issues, the school must, at all times, reinforce the value of respect for self and others, and their differences. Pupils must be taught to take responsibility for their actions. Assembly talks and classroom activities could be used as opportunities to do this.

Support programmes for the bullied can take the following forms:

- Buddy system/Circle of Friends
- Classroom interventions (posters, talks, workshops etc)
- Assertiveness training
- Life skills development and curriculum activities
- Peer mediation
- Counselling

At Christ Church Preparatory School and College, we believe in focusing on positive behaviour. Such behaviour must be acknowledged and rewarded.

This policy, and approach to bullying, can only succeed if a whole school approach is adopted.

“Our ultimate aim is to raise children who will neither be bullied – nor accept being bullied” (Sue Berne, 1996).

Bullying Policy Reply Slip

I..... the parent of in Grade

acknowledge that I have read the CCPS policy on bullying.

.....

Signature

(To be filled in by learners from Grade 1 to Grade 12)

I..... of Grade have read and understood the school's policy on Bullying

.....

Signature