



BAY PRIMARY SCHOOL – SGB POLICIES

POLICY: ANTI-BULLYING POLICY

The purpose of this policy

- To support other school rules, code of conduct, policies and programmes in ensuring a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere.
- To create a climate in which learners are informed, understand bullying of all kinds and are empowered to act against it.
- To assure pupils and parents that they will be supported when bullying is reported.
- To deal with bullying of any kind consistently and effectively with a zero-tolerance approach.
- To ensure that pupils, parents and staff are fully informed of bullying policy and procedures, and to foster a productive partnership.
- To make all staff and parents aware of their role in fostering knowledge and attitudes that promote respect, and in discouraging attitudes and practices that contribute to bullying, low self-confidence and esteem.

What Is Bullying?

Bullying is deliberate and ongoing aggressive, unkind or disrespectful behaviour with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is perpetrated by an individual or group, who does not stop when asked.

Bullying can be:

- Emotional: excluding, tormenting, influencing others to dislike someone, making fool of someone, trying to dominate someone
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact, sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing, foul language, threats
- Cyber: relating to misuse of internet, email, cell phone, misuse of associated technology (eg. camera & video facilities)

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils need to be empowered so that they know how to deal with

bullying. The school has a responsibility to respond promptly and effectively to issues of bullying.

The school needs to offer assistance to pupils who are bullied, as well as discipline pupils who are bullying and support them in learning different ways of behaving.

Signs and Symptoms *

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- does not want to go to school
- finds excuses for not going to school, such as feeling sick
- is very tense, fearful and unhappy after school
- talks about hating school
- has bruises and/or scratches and/or cuts
- talks about not having any friends
- refuses to tell parent about what happens at school
- suffers from insomnia
- is nervous when another child approaches
- is afraid of meeting new people or trying new things
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide or runs away
- begins to do poorly in school work, sudden drop in marks
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received
- has personal property damaged/stolen.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Rights and Responsibilities

Every Bay Primary pupil has the right to:

- be safe and learn without humiliation or fear
- feel happy and free to play with friends
- be included in class and playground activity
- be respected
- learn how to solve conflicts in a respectful way

- ask for bullying to stop and ask for help if it does not.

Every Bay Primary pupil has the responsibility to:

- be respectful and friendly to others without discrimination
- co-operate with others in school activities
- participate in the school's procedures when resolving conflicts
- report bullying behaviour.

Procedures:

A. On the playground

Learners who feel that they are being bullied may approach any of the teachers on the playground. The teachers will assist the learners by engaging in a mediation process with the learner and his "bully".

Should the bullying be of a physical kind or discriminatory then the matter will be referred to the teacher on playground duty during break OR the Headmaster before / after school.

B. In the classroom

The teachers in the classroom will deal with any kind of bullying. Should the bullying be of a kind where the learners could deal with it then they will be encouraged to go to mediation during break. If not, the teacher deals with it. Should these educators feel that the issue needs a higher authority of intervention then the HOD or Headmaster will be approached to assist.

C. On the sports field

Should an incident or incidents of bullying occur on the sports field then the coach will try and resolve them. Should he / she be unable to, he / she will refer the matter to the HOD or Headmaster.

DEALING WITH THE DISPUTANTS:

At Bay Primary we believe that all bullying incidents should be dealt with sensitively. The learners will be interviewed individually and care will be given to both the victim and the bully. The rights of both the victim and the bully will at all times be protected. The needs of both individuals will be considered and addressed.

A. THE BULLY

The Class Teacher, HOD and Headmaster need to investigate past issues and make suggestions of further intervention (i.e. school counsellor, psychologist, behaviour analyst). Meetings with parents will be scheduled for assistance in managing the learner. Recommendations to parents will be made regarding further interventions and the management of the learner at home and at school.

Should punishment be considered then the HOD or Headmaster will manage this and correspond to parents.

B. THE VICTIM

The Class Teacher, HOD and the Headmaster need to investigate the longevity of the bullying relationship. The incident will be investigated thoroughly and the needs of the victim will be considered. These needs will be communicated to the parents and together a decision will be made about the interventions that need to take place.

Should counselling be advised then the school counsellor will be approached to assist. The parents might want to seek advice from outside the school which will be their right as long as a report is sent to the school to update them on progress made.

TYPES OF BULLYING AND PEOPLE INVOLVED IN DEALING WITH IT

- **PHYSICAL (ONCE OFF)** Class teacher, teacher on playground duty, HOD and Parents

This is not normally seen as bullying (once off incident) but more a transgression of the school rules and the learners' rights and responsibilities at school.

- **PHYSICAL (OVER TIME)** Class teacher, teacher on playground duty, HOD, Headmaster, Parents (school counsellor / psychologist)
- **EMOTIONAL (verbal, social)** Teacher on playground duty, HOD, Headmaster, Parents (school counsellor / psychologist)
- **CYBER** Parents, Class teacher, HOD , Headmaster (school counsellor)

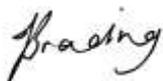
References

* Western Cape Education Department: Guidelines on Bullying (2005)

www.wced.wcape.gov.za

Kidscape: Anti-bullying Policy for Schools (Some Guidelines)

www.kidscape.org.za



SIGNED:

CHAIRPERSON OF THE GOVERNING BODY

DATED:

_____ **09.01.2019** _____