

School Policies



HOUT BAY
INTERNATIONAL SCHOOL
SOUTH AFRICA

Student

Policy no: 1

Date: January 2008

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Bullying Policy

Policy Statement

To achieve our aims as an International School in we seek to create a safe, peaceful and caring environment in which children develop self esteem, confidence, and awareness of the needs of others so that they and their peers are able to maximise their potential. Pupils have a right to develop in an atmosphere of safety where they are respected and are free from all forms of speech or action which cause hurt. We place great importance on pupils developing within a supportive community. Bullying in all its forms is contrary to our aims and values.

Definition of bullying

- Any form of behaviour which isolates, humiliates, belittles, or which mentally or physically hurts another person.
- Any behaviour initiated by one or more persons against a victim which is deliberate and hurtful.
- Repeatedly using physical or psychological means to hurt another person.
- Bullying can take many forms. We consider the following behaviour to be bullying:

Physical:

- Continually hitting, kicking, punching
- Pushing, shoving, spitting
- Repeatedly taking or damaging something which belongs to someone else
- Forcing others to hand over food, money or something which belongs to them.
- Making someone do something they don't want to.

Verbal:

- Continual name calling
- Continual teasing
- Threatening
- Making fun of someone because of their appearance, physical characteristics or cultural background
- Making fun of someone's actions
- Spreading rumours

Indirect: Social / Emotional

- Excluding others from the game or group
- Spreading untrue stories about others
- Taunting
- Continually causing a someone to feel socially isolated
- Making rude gestures

Possible signs of being a bully

- May tease (repeatedly) in nasty ways, taunt, intimidate, threaten, ridicule, hit and damage belongings of other students; this may be displayed toward many students, but typically they select in particular weaker and defenceless students as their targets.
- May be physically stronger than their classmates and target victims in particular; are physically effective in play activities, sports, and fights (applies particularly to boys)
- May have strong needs to dominate and subdue other students, to assert themselves with power and threat, and to get their own way; they may brag about their actual or imagined superiority.

Preventative Action

Anti-bullying education. Topics such as relationships and conflict are covered in mainstream subjects such as PSHE, English and Drama. Lessons and form time also address the issue.

The main aims of our anti-bullying education are:

- to encourage the development of an anti-bullying culture at ISHB.
- to deliver the message: 'bullying will not be tolerated at ISHB';
- to understand what bullying is;
- to help prevent bullying;
- to outline what to do if being bullied;
- to outline consequences for the bully.
- to challenge bad behaviour which which can become habitual.

Staff vigilance. If staff become aware of bullying or have any suspicions, these should be immediately reported to the pupil's **tutor or class teacher**.

Pupils are encouraged to report incidents of bullying affecting themselves or others. Willingness to speak out is highly valued and supported.

Parents must also raise concerns which they may have.

All bullying is violent, be it physical or psychological and it is a serious infringement of the right of a child to education.

Dealing with incidents of bullying

Bullying incidents are reported to Class Teachers.

- Reported incidents are always to be investigated.
- Actual incidents are recorded in the appropriate pastoral file.
- The bully and bullied are interviewed separately. They should then be interviewed together, but the agreement and understanding of the victim must be obtained first.

The **bullied** is offered advice and support -

- To build the self confidence of the child.
- To confirm that they have done the right thing to speak out.
- To build trust with the adult dealing with the situation.
- They should be advised with regard of coping with such issues.

- Try not to show you are upset - this is difficult
- Try to ignore the bullying
- Walk quickly and confidently - even if you don't feel that way inside
- Try to be assertive
- Get your friends together and say **NO** to the bully
- If you are different in any way, be proud of it - it's good to be an individual.
- Avoid being alone in places where bullying happens. If you are in danger, get away.

The bully is seen with the aim to help them understand the consequences of their actions. Bullying is known to emerge from people with low self esteem.

The **bully** is offered advice and support -

- To build the self confidence of the child.
- To build trust with the adult dealing with the situation.

Sanctions

Verbal Warning

- The bully must accept responsibility for their actions and helped to understand the consequences of his/her behaviour.
- A range of sanctions can be used to punish bullies. – Lunch time detention, loss of social privileges.
- For a minor one-off incident, a stern talking to and a warning of consequences if bullying continues.

Written Warning to be signed by Parents

- Lunch time detentions and loss of social privilege

Internal Suspension

- Meeting with Parents and Child

Internal Suspension and Probation

- Meeting with Parents and Child

External Suspension

Monitoring and Evaluation

Monitoring of the number and type of bullying incidents is to be conducted by Heads of Primary, High School, and Guidance Counsellor and led by the Principal.