



PRESTIGE COLLEGE SCHOOLS' POLICY ON BULLYING AND HARASSMENT ZERO TOLERANCE WITH BULLYING

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

WHAT TO DO IF YOU ARE BULLIED:

- Tell the bully to STOP.
- Seek help. Talk about it to someone you trust.
- Report it to a school leader or an educator. Action **will** be taken against the bully.

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 control
- Report it to a school leader or an educator.

TO PREVENT BULLYING:

- Respect yourself and others.
- Work hard to create a pleasant, safe school environment for all.
- Learn to tolerate and accept individual differences.

SUPPORT THE SCHOOL POLICY ON BULLYING

Our ultimate aim is to raise children who will neither be bullied – nor accept being bullied (Sue Berne, 1996). Every child has the right to feel valued and safe at school. There will be zero tolerance with bullying.

DEFINITION

Bullying is a deliberate act of undermining another individual for the benefit of those involved. It is done likely to gain power over, status, reputation, and group control and in some cases, for recognition, peer pressure motivated by jealousy, revenge and even boredom. Often a learner who has been victimised himself/herself will adopt bullying behaviour. Identification of bullying include:

- Repetitive attacks which causes distress resulting in fear of the threat of future attacks
- Imbalance of Power
- By nature, maybe: verbal, physical, social, psychological
- Effects on victim
- Attitude rather than an act
- Hard to detect especially once identified and/or reported, bullying then becomes subtler and subversive – with lack of external evidence.
- Calling hurtful or racist names, being picked on continuously, deliberately punching, hitting, bumping, pushing, teasing, mocking, spreading rumours and repeatedly “putting down” someone.

PRINCIPLES

We, the staff, learners and parents of Prestige College Schools:

- will not tolerate bullying in any form
- will respect each others' rights to human dignity
- promise to promote a safe, caring and no harm school environment
- expect a high standard of behaviour at all times
- will offer support to all learners through our School Support Team, Leaders, Educators and Counsellors
- RIGHTS AND RESPONSIBILITIES – see Code of Conduct for Learners and Educators

PROCEDURES TO BE FOLLOWED WHEN INVESTIGATING AND REPORTING BULLYING

- All investigations and reports will be treated in the strictest confidence.
- Care enough to do something about it whether it affects you personally or not.
- Note the date, time and place of the incident as well as names of those involved.

- Report the matter to an educator, Head of Discipline or the Principal/Deputy.
- The bully/bullies and victim/s will be interviewed separately in order to get both sides of the story.
- Learners may have representatives present during the interview.
- Interviews/discussions will be recorded in writing.
- The parents of those involved will be notified telephonically or in writing.
- The parents and their children may be called to a meeting at the school.
- If a disciplinary hearing is required, the disciplinary committee will conduct the hearing according to the procedures as set out in the Code of Conduct for learners.
- Involve learners in the solution – behaviour change rather than punitive action only
- Focus on “perfect social school society” with no bullies

DISCIPLINARY SANCTIONS

The following actions may be taken against a bully after a fair hearing has been conducted:

- The bully/bullies may be required to sit in an isolated spot during a series of breaks
- Certain privileges may be withdrawn
- The bully/bullies may be required to do community service at the school or in the neighbourhood.
- The bully/bullies may be moved to another class.
- The bully/bullies may be required to attend regular sessions with a school Counsellor or Psychologist.
- In the case of extreme acts of bullying, the bully/bullies may be suspended or expelled by the school.

TECHNIQUES FOR THE VICTIM OF BULLYING TO USE:

- Use ‘self talk’. (silent message with positive thoughts given to child to help him/her cope)
 - Invisible shield / warm light surrounding you / words bounce off
 - Stay focused / walk with purpose
 - Look bully in eye / I want you to stop / walk away
 - **ASSERTIVENESS TRAINING**
 - Ignore or exaggeration – take wind out of sails of bully as he/she does not expect you to respond this way.
 - Negative enquiry – ask questions about what you are being teased about e.g. why don’t you like big noses?
 - Keep pressing Repeat Button – consistent – No, I am sorry, I don’t smoke/you are welcome to but I am sorry, I don’t smoke.
 - Self-esteem sessions
 - Anger management groups
 - Peer mediation and peer resolution systems
- Victim and Bully/Bullies must be involved in the process. Combined Strategies are needed to succeed. The support and concern of all stakeholders is vital.