

Bullying Policy

What Is Bullying?

Bullying is the use of active and passive forms of aggression, including exclusion, with the intention of causing suffering for another person or group of people.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - use of violence or the threat of violence
- Racist - racial taunts, verbal or physical stereotyping
- Sexual - unwanted physical contact or sexually abusive comments, forced viewing of sexual content
- Homophobic – comments about the nature of a person's sexuality
- Verbal - name-calling, sarcasm, spreading rumors, teasing
- Cyber - the misuse of mobile or internet technologies to facilitate any of the above

Procedures

1. Reported or observed bullying incidents are to be recorded and dealt with in line the Behavior Management Policy and in conjunction with the Pastoral Care Policy. These reports should be included in the misbehavior log that is monitored by homeroom teachers. In the case of a reported teacher-student bullying, this should be immediately and privately reported to the school Principal.
2. Bullying behavior or threats of bullying must always be investigated and the bullying stopped quickly.
3. Interventions to prevent bullying must take into account that bullying is a social interaction that happens in a particular context and is used as a way to control others, not just the person being bullied. Interventions will address each of the three groups involved:
 - a. The offending party – the aim here should be for the bully to stop the bullying behavior in the short and long term. This means that effective communication measures are employed to make sure the offender accepts responsibility for his or her actions and shows awareness for its negative impact. It must be remembered that bullies get a pleasure from the act of bullying. Thus, interventions that attempt to address this must remember that just because the teacher is present the power relation does not change. Accordingly, meeting together with the bully and the victim is discouraged.
 - b. Supporters – the aim for this group must be for them to not support the bully in their endeavors. Teachers must make it apparent to them that doing so may result in sanctions being imposed.
 - c. Bystanders – must be encouraged to take an active role in challenging bullies.
4. In serious cases parents should be informed and will be asked to attend a meeting to discuss the problem.
5. A program of support for the victim/s of the bullying will be put in place by the appropriate Pastoral Care Coordinator