



The Bay Academy

Bullying Policy

INTRODUCTION

We would like The Bay Academy to be a place where everyone feels safe and respected. As such every Bay Academy learner has the right to:

- feel safe (emotionally and physically)
- learn, work and play without fear of being hurt or humiliated
- feel belonging, acceptance and friendship
- ask for help in stopping hurtful behaviour and to keep asking for help until the hurtful behaviour has stopped
- learn to solve problems with others in a helpful way
- be treated politely and with respect by others

For this reason, we do not tolerate bullying or discrimination in any form. The policy of the school is to prevent bullying and discrimination from taking place, to stop it if it does take place and to deal with incidents if they occur. This policy outlines the school's definition bullying and discrimination and details procedures for dealing with incidents if they occur.

DEFINITION:

“Bullying is the repeated, intentional efforts to undermine a weaker or vulnerable person's physical and/or emotional wellbeing.”

FORMS OF BULLYING

Physical, Emotional, Cyber, Exclusionary

STRATEGIES FOR MINIMISING THE OCCURRENCE OF BULLYING IN SCHOOL

CLASSROOM STRATEGIES

- Help learners recognize and understand bullying.
- Encourage learners to reflect on past bullying.
- Create opportunities to shine by demonstrating strengths, skills and competencies.
- Publicly celebrate student achievements
- Keep marks / grade confidential, do not share with other students
- Harness the energy of learners by using poems, drama, posters, songs, ect to discuss anti bullying campaigns.
- Respond immediately and consistently to bullying* (see below).

WORKING WITH PARENTS

1. Parents will be informed of the school policy including:

- the school's definition of bullying
- all the ways in which the school works to prevent bullying
- the school policy for responding to bullying

2. Parents of alleged bullies and victims of bullying will be included in the interventions and problem solving, e.g.:

- Conflict resolution
- Restorative practices

“Parents should remember that both the bully and the child being bullied need help.” - WCED

STRATEGIES TO HELP CHILDREN WHO BULLY

For the learner:

- Intervention plans are developed for the student who bullies, and will include the following:
- Counseling the positive power of doing good

- Require the student to apologize and ask forgiveness (in writing)
- Plan to make amends, and not to retaliate
- Monitoring own behaviour (self management)
- Write up and commit to a behavioural contract

For the Staff

- Assess their self esteem
- Learn about the learner and his family — communicate that you value him/her as a human being and that you care about his/her future.
- Monitor the learner's behaviour - provide more supervision.
- Reinforce/reward positive and accepting behaviors
- Develop impulse control, anger control and empathy—how to make friends.
- When appropriate, consider professional counselling for the learner who bullies.
- Discuss with the learner strategies they have learned

STRATEGIES TO HELP CHILDREN WHO ARE BEING BULLIED

- Encourage the learner's involvement in school activities.
- Encourage the learner to make friends outside school (non-school activities/organizations).
- Encourage the learner to keep a journal or to talk to an adult they trust about their feelings.
- Staff to closely monitor their interactions with others.
- When appropriate, suggest professional counselling for the learner who is bullied.

PROCEDURES FOR DEALING WITH ALLEGATIONS OF BULLYING

1. Investigate all rumours and unverified reports of bullying.
2. Interview alleged victim, alleged bully and witnesses individually.(age appropriate concessions)
3. Take statements from all parties (age appropriate concessions)
4. Ensure accurate notes are taken for each interview
5. Once SMT are satisfied bullying has taken place, inform the parents of both the victim and the bully.

6. Encourage parents to follow the processes outlined in this policy
7. Provide accused with Final Written Warning*
8. Provide the opportunity for conflict resolution in line with this policy

*See discipline code
