




R001	Prevention and Management of Student Bullying Policy
Purpose	The school will promote a safe-school culture that does not tolerate bullying amongst students
Authority	National Safe Schools Framework 2010
Policy	The school will take steps to ensure a safe environment for all students and will respond to all reported instances of bullying.
Delegation	Principal
Related Policies	CP001 STAR Policy [particularly the 'Indicators of bullying']
Date approved	Oct 2007; Nov 2009; March 2012; June 2015, February 2018
Next Review Due	February 2021
Review Authority	Management
Keywords	Bullying; prevention

Authorised by:	
ESG Chairman	D Swarts
Date:	February 2018



RP001

Prevention and Management of Student Bullying Procedure

Introduction

The school will promote a safe-school culture that does not tolerate bullying. Students will be encouraged to:

1. Live in harmony with all others
2. Lend support to those who are weaker, smaller or otherwise less able to take care of themselves.

Students will be urged to:

1. Get help when they witness bullying (to not be a silent bystander)
2. Support the student who is being bullied
3. Speak to a teacher/principal about any witnessed instance of bullying as soon as is possible.

Definition:

Bullying is any ongoing and wilful behaviour intended to hurt another person, not only at the time but also through the threat of future action.

Forms of Bullying:

Bullying takes many forms and can include:

- **Verbal harassment:** name calling, teasing, threatening, spreading rumours
- **Physical harm:** punching, spitting, kicking, pushing
- **Exclusion:** deliberately leaving someone out of an activity or ignoring him or her
- **Interference:** damage to personal belongings; stealing
- **Physical gestures:** pulling faces, obscene gestures
- **Written abuse:** notes, e-mails.

Students can be actively and passively involved in bullying behaviour.

Student as well as parents, are encouraged to report all incidents that might point to bullying behaviour. All reports of bullying will be investigated. The level of intervention will be guided by the nature of the specific situation.

Staff witnessing an act of bullying will immediately take steps to prevent it from continuing.

Staff who witness acts of bullying will:

- Take steps to safeguard the individual(s) being bullied
- Make his / her observations and initial action known to the principal or head of school.

The principal or head of school will:

1. Investigate the matter
2. Assure the continued safety of the victim(s)
3. If appropriate, should aim for true reconciliation between the bully and the victim(s)
4. If appropriate, administer suitable discipline to the perpetrator(s)
5. If appropriate, provide resilience support to the victim(s)
6. If necessary, contact the home.
7. Keep appropriate records of the incident.