

Christ Church Preparatory School and College

A member of ACSI (Association of Christian Schools International),
ISASA (Independent Schools Association of Southern Africa) and
IEB (International Examination Board)



Bullying Policy

Introduction to Bullying policy

What is bullying?

Extensive research has been conducted and the researchers have compiled the following definitions:

A student is being bullied or victimised when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more students (Olweus, 1993).

Bullying is long standing violence, physical or psychological, conducted by an individual or a group and directed at an individual who is not able to defend himself (Roland, 1993).

Bullying is the wilful, conscious desire to hurt another and put him/her under stress (Tattum, 1993).

In a nutshell, ***bullying is a deliberate, conscious desire to hurt, threaten and frighten someone.*** Bullying hurts and it will keep hurting if not nipped in the bud. Bullying is more importantly also in direct contrast to the Matthew 22 principle of loving your neighbour.

Three forms of bullying are:

Physical bullying

- pushing
- tripping up
- kicking
- hitting
- punching
- pinching
- biting
- forcing others to do things that they don't wish to do
- taking or damaging others belongings
- demanding money
- silly pranks

Verbal bullying (this can also take the form of cyber bullying via social network media)

- teasing, mocking and taunting
- abusive comments about appearance
- verbal threats
- threatening and embarrassing gestures
- insulting family members, genders, race and religion
- name calling
- writing nasty letters about someone

Psychological bullying

- spreading nasty rumours
- deliberately excluding someone from activities
- influencing/telling others to dislike someone
- making a fool of someone
- trying to dominate a person

Bullying is not part of growing up and children will not grow out of it. It is not an overstated problem nor is it a rite of passage. Bullying is reality and it will not eventually stop if ignored.

Consequences of bullying

Bullying can impact on a number of parties. Those affected are the victims of bullying, the bully, family and friends, and the learning environment.

Children who are bullied have to endure a great deal of misery and they often suffer from one or more of the following physical, emotional, social and educational consequences.

Physical consequences

- headaches
- bedwetting
- loss of appetite
- poor posture
- stomach ailments

Emotional consequences

- depression
- suicidal
- anxious
- fearful

Social consequences

- isolated and lonely
- no friends
- difficulty mixing with others
- become very shy

Educational consequences

- withdrawal from school activities
- afraid to ask questions
- cannot concentrate on work
- hide lack of understanding for fear of being teased
- underachieve so they don't appear to be too clever

There are also telling consequences for the bully:

- Bullies often turn into anti-social adults.
- Bullies are more likely to abuse their children and spouses or partners

"What is done to children, they will do to society." (Karl Menninger – Quotes on children, 2001)

Both the child being bullied and the bully need help. You need to be there for them!

Christ Church Preparatory School and College Bullying Policy

(Policy on Bullying and Harassment)

To this end, we aim to establish a community in which everybody feels valued and safe, and where individual differences are appreciated, understood and accepted. Every child has a right to enjoy their time at school. This community does not tolerate bullying or harassment. Respect for others is expected.

Christ Church Preparatory School and College aims to:

Promote an atmosphere and ethos at the school of warm, loving and caring concern.

Promote in each child respect and empathy for others and the environment.

At Christ Church Preparatory School and College everyone has **Rights & Responsibilities**

Rights

To feel safe

To learn and grow

To be respected

To be valued

To be different

Responsibilities

To respect yourself

To respect others

To use commonsense

To support others

To show compassion and

Understanding

We Do Not Tolerate Bullying

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

What Is Bullying?

Bullying is any behaviour intended to hurt, injure, threaten or frighten another person in such a way that the person feels that he cannot do anything about it.

Do You Bully?

Have You Been Bullied?

Bullying comes in many forms, including:

- Calling hurtful or racist names
- Being picked on
- Deliberately punching, hitting, bumping
- Teasing
- Spreading rumours about someone
- Mocking
- Repeatedly “putting down” someone
- Threatening
- Deliberately ignoring and avoiding
- Taking or damaging property

Bullying

- Is a misuse of power
- Is uninvited aggressive words or action
- Is hurtful

What To Do If You Are Bullied

- Tell the bully to stop. State quite clearly that the behaviour is unwelcome and offensive.
- Seek help. Talk about it to someone you trust. There is nothing so awful that we can't talk about it with someone.

- Report it to a member of staff, or a student leader. The School does not tolerate bullying. Feel confident that any incident can be resolved satisfactorily.

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 hand.
- Report it to a member of staff, or a student leader.

To Prevent Bullying

- Respect yourself and others
- Work to create a pleasant school environment for all.
- Learn to tolerate and accept individual differences.
- Support the school policy on bullying.

Support Programmes

It is these programmes that make the bullying policy a living document. These programmes need to be age appropriate and content needs to be relevant to the situations and circumstances.

Each educator has been educated as to what a bully is and how to deal with them.

A procedure needs to be followed:

- The bullied child reports to the educator.
- Educator must investigate the incident thoroughly.
- An incident report is sent through to the HOD.
- The bully and the bullied child will be counselled by the HOD.
- The bully will receive a one hour detention.
- The parent is informed of the incident as he / she has to sign and return the reply slip.
- If a further incident occurs two hour detention is given.
- If the behaviour does not improve, it will be seen as a Category 3 Offence as stated in the

Code of Conduct.

- The parent will be called in for a meeting to discuss counselling options as continued bullying will not be tolerated at Christ Church Preparatory School and College.
- Parents and Educators are requested to sign a pledge which supports the school's bullying policy and should understand the consequences.

Support programmes for the bullied can take the following forms:

- o Buddy system/Circle of Friends
- o Assertiveness training
- o Life skills development and curriculum activities
- o Peer mediation
- o Counselling

“Our ultimate aim is to raise children who will neither be bullied – nor accept being bullied” (Sue Berne, 1996).
