



# EDENGLLEN PRIMARY SCHOOL

## ANTI-BULLYING POLICY

### 1. PREAMBLE

This policy aims to provide a safe and secure environment where all learners can feel protected. Bullying affects children in varying degrees, whether they are the victims or the aggressors, and these measures are aimed not only at the eradication of bullying, but also as a preventative course of action for both parties.

### 2. WHAT IS BULLYING?

Bullying is an abuse of power. It is an on-going and repetitive pattern of behaviour that can be constituted as harassment and abuse. It is important to distinguish between bullying and conflict, as a conflict situation can be interpreted as bullying.

Bullying is a repeated behaviour that is intended to hurt, injure, threaten or frighten another person in such a way that he/she feels powerless and intimidated.

Conflict is a situation where two parties are frustrated and unable to communicate, leading to one or the other to lash out against the other. It is not a repeated behaviour, but more likely to be a tense but isolated situation.

### 3. FORMS OF BULLYING

The forms of bullying include:

- 3.1. Being called hurtful names or dissing others
- 3.2. Being picked out,
- 3.3. Deliberately manhandling, punching, hitting, kicking or bumping,
- 3.4. Teasing,
- 3.5. Spreading rumours about someone,
- 3.6. Mocking,
- 3.7. Repeatedly "putting someone down",
- 3.8. Threatening someone,
- 3.9. Deliberately ignoring or avoiding someone, and
- 3.10. Intentionally taking or damaging the property of another person.
- 3.11. Using social media to target others.

Again, it must be emphasised that bullying takes place when these incidents occur on a frequent basis.

### 4. WHAT TO DO IF YOU ARE BEING BULLIED

- 4.1. Tell the bully to stop. State quite clearly that the behaviour is undesirable and unwelcome.
- 4.2. Walk away and stay away from the bully.
- 4.3. Seek help from someone you trust, such as a staff member or a Prefect.

### 5. WHAT TO DO IF YOU KNOW SOMEONE IS BEING BULLIED

- 5.1. Do not stand by as a passive witness. Early intervention can prevent the escalation of the bullying.
- 5.2. Report it to a staff member, a Prefect, your parents or someone you trust.

### 6. PROCESSES THAT ARE FOLLOWED WHEN BULLYING IS REPORTED

- 6.1. The teacher or a member of the School Management Team (SMT) will interview the victim and discuss strategies with him/her.
- 6.2. The alleged aggressor will be interviewed in terms of what has transpired and further strategies will be discussed with him/her.
- 6.3. If necessary, other witness and/or participants will be interviewed to establish what has transpired.
- 6.4. Solutions will be identified. This may include a corrective measure, counselling or other forms of rehabilitative behaviour and meetings or communication with the parents of those involved. These measures are at the discretion of the SMT, depending on the circumstances, severity of the case and extenuating circumstances that may come to light.
- 6.5. Should the bullying occur after hours (e.g. cyberbullying), parents are encouraged to resolve these matters personally as it is off school property.

**7. WHAT PARENTS CAN DO TO ASSIST**

- 7.1. Listen to your child but give neutral and calm responses so as not to enflame the situation.
- 7.2. Suggest certain strategies. This must never include violence, e.g. hitting the bully.
- 7.3. Inform the school.
- 7.4. Allow the school to investigate and give feedback.
- 7.5. Allow the school to resolve the matter.
- 7.6. Support your child/ren and build his/her self-esteem.
- 7.7. Never approach the bully yourself. This in itself is a form of bullying. Rather set a positive example for your child/ren to follow and give socially acceptable ways of dealing with the situation.
- 7.8. Check your child's social media to check if they are bullying or being bullied on social media.

**8. CONCLUSION**

The process of resolving bullying needs to empower all the role-players so that permanent solutions are formed. This means equipping them with the necessary skills to resolve and avoid conflict, as well as empowering them to resolve their relationship problems themselves in a constructive and positive manner.

\_\_\_\_\_  
Signature of Learner

\_\_\_\_\_  
Signature of Parent/Guardian

**RESOURCES**

**Easing the teasing:**

Helping children cope with name-calling, ridicule, and verbal bullying (book),  
*Judy S. Freedman*

**Bully busting:**

How to help children deal with teasing and bullying (book),  
*Evelyn M. Field*

**Simon's Hook:**

A story about teases and put-downs (book for children),  
*Karen Burnett*



- 1. Treat everyone with kindness.
- 2. Be respectful.
- 3. Report bullying behaviour.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# BULLY BUSTING RULES



1. I must not victimise, tease or mock other children about their looks, their appearance, their culture, their religion, their race or their family. Words can be emotionally hurtful. Everyone is unique. If I can respect the differences in others, I will be able to accept and respect myself.
2. I must respect others' personal property. I will not damage, destroy, hide or take anything that does not belong to me.
3. I must not push, shove, trip, slap, punch or touch another child. I must not intrude on other peoples' space as it makes them uncomfortable and does not show any respect.
4. If I am a bully, I may have a problem and must then go and speak to my Class Teacher, Life Skills Teacher or Grade Tutor.
5. I must follow the Golden Rule: I do not like it when my human rights are violated; therefore, I must not bully as it violates the human rights of others.
6. I know that most bullies are often cowards and need to operate in a "gang" to get courage to be cruel and unkind and also for protection – a group of people who pick on one person shows a lack of moral values.
7. Any fighting will result in detention.
8. I will not be a passive bystander. If I see an incident of bullying taking place, I will be active in the fight against bullying.
9. I will use my cell phone and any electronic communication source responsibly and not as a medium to victimise, bully or degrade another learner.

