

AJS Bully Prevention Policy

Safe and Caring School:

Students and staff are to model and reinforce socially responsible and respectful behaviors so that teaching and learning can take place in a safe and caring environment. Our goal is to develop responsible, caring, and respectful members of a just, peaceful, and democratic society. Promoting a safe and caring school requires the support and assistance of all members of the school community. (BRSD Administrative Procedure 160)

Aim: The aim of our school is to have an environment where everyone feels safe and where learning can be maximized. We are committed to see this occurs so therefore all cases of violence (bullying, harassment, intimidation, etc.) will be addressed, and all steps will be taken to see it stops.

Definition: Bullying is defined as repetitive acts of aggression and/or manipulation by one or more persons against another person. For bullying to occur, there must be an imbalance of power, an intent to harm, and repetition of the act. Bullying can further be defined as either physical, non-physical (verbal), or non-physical (non-verbal).

Bullying includes:

- Name calling, verbal taunts, gossiping and put-downs
- Exclusion from a peer group
- Threats and intimidation
- Extortion or stealing money and possessions
- Physical violence and attacks

Strategies: The following process should be followed if a bullying problem is identified:

- Intervene. Defuse the situation.
- Gather information. Be sure and get the information from the bully first. Then get the victim to fill in any differences, or information not reported.
- Ask bystanders. Bystanders that see bullying occur and do nothing about it, are not being responsible. By not reporting, they are in effect taking the side of the bully.
- Decide upon an appropriate intervention.
- Implement the intervention.
- If the problem is not resolved, try another intervention.
- Follow up.
- Keep a record.

The process is the responsibility of the school community. In order for the school to be safe all stakeholders must do their part. The following outlines the responsibilities of each group:

Administration:

- Raises awareness among the school community about bullying.
- Encourages cooperation and positive interactions.
- Fosters school values by example.
- Implements school wide procedures to confront bullying.
- Is alert to possible signs and incidents of bullying.
- Listens to all parties involved in incidents.
- Investigates bullying issues as fully as possible.
- Takes appropriate action.
- Informs parents.
- Monitors the process set up in the school.

Teacher or Support Staff:

- Encourages cooperation and positive interactions.
- Fosters school values by example.
- Implements school-wide procedures to confront bullying.
- Watches for possible signs and incidents of bullying.
- Promotes teaching strategies that challenge bullying behaviour
- Encourages students to report about bullying (students must be taught the difference between reporting and tattling. Tattling is telling, with the purpose of getting someone in trouble, for no real reason. Reporting is telling because someone has been hurt (according to our definition of bullying)
- Listens to all parties involved in bullying.
- Investigates bullying incidents as fully as possible.
- Takes appropriate action.
- Informs parents of bullying incidents.

Parent:

- Watches for signs of victimization in their child. This might include not wanting to go to school, pretending to be or actually being sick, physical signs, not wanting to talk.
- Advise child to tell a teacher or their administrator.
- Encourages cooperation and positive interactions.
- Understands children shouldn't retaliate so does not encourage this.
- Informs the school if bullying is suspected.
- Is open to discussion with the school if child is involved in bullying either as a victim, a bully, or a bystander.

Student:

- Follows the anti-bullying codes as set by the school.
- Confronts the bully, but does not retaliate.
- Accepts responsibility for his or her actions.
- Contributes towards making the school safe.

Community:

- Supports the school's anti-bullying campaign.
- Involved in the solution
- Offers resources to parents and children that foster positive interpersonal relationships.
- Helps spread the anti-bullying message.

Implementation Strategies

Student Responsibility

1. Tell the bully to "Stop it."
2. If bullying persists, report to an adult.

Adult Responsibility

1. Does not ignore a claim.
2. Get the people involved together.
3. Have the reported bully give his or her account of the incident.
4. Ask the person who reported being bullied if the account is correct. If not, ask for more information from this person.

After having received a total account of the incident, if the adult is satisfied that actual bullying did occur, then the consequences as outlined below are to be put into place.

Consequences

Teacher Handled Situation

- Point out that the behaviour is wrong and unacceptable.
- Ask the person who bullied how he or she would feel.
- Move to address the behaviour/problem.
- First offence- Ask for an apology, signed EBS report form
- Second offence- Signed Contract, signed EBS report form
- Any further incident with the child, no matter how minor, must be dealt with by the school's administration. Teacher is to record the incident on an EBS report form.
- Teacher is to telephone the parents to let them know of the incident.

Administration Handled Situation

- Parents are called immediately and asked to discuss the issue with the child.

- A date will be set for parents, administration, and student bully to set a plan of action.
- If unsolved, all parties involved will meet. A definite plan of action will result after this meeting.

Violent acts in addition to Bullying

There will be 0 tolerance towards any student(s) who purposely exhibits violent acts towards others. These acts include, but are not limited to the following:

- Bringing weapons into the school, on the bus, or on the school property. (knives, guns, sharp objects (for the purpose of, or used in violence), bombs, bomb threats.
- Intentionally injuring self or others.
- Uttering threats.
- Spreading malicious rumors.
- Destroying property belonging to others (includes other students, staff, and school).

Consequences

- Immediate suspension.
- Parent immediately informed of reason.
- Plan put in place for the student. This could include expulsion, counseling etc.
- Meeting with parents and student to discuss consequences.
- Appropriate action with BRSD Central Office Personnel, if required.
- Careful monitoring of student.