



Sacred Heart College

MARIST OBSERVATORY

Education with heart

Anti-Bullying Policy



Education **excellence** since 1889

Pre-School | Primary | High School

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Introduction

This policy deals primarily with bullying between learners at the College. The same principles govern all relationships within the College and the policy applies to all situations of bullying.

Definitions

1. Bullying is a social problem and instances of bullying occur in all areas of human endeavor involving interpersonal relationships.
2. Bullying can be physical, verbal, psychological or social.
3. Bullying is characterized by an imbalance of power where one person desires to humiliate another. The bullying action is typically repeated and gives evident pleasure to the bullying person, leaving the bullied person with a sense of having been oppressed.

Types of bullying

N.B. Cyber Bullying is a form of Verbal, Psychological and Social Bullying and so dealt with in the respective headings below:

4. Physical: Inflicting physical pain of any form, taking, using or damaging any article belonging to another without permission, or any physical action which may diminish the dignity of another.
5. Verbal: Diminishing the dignity of another using verbal attacks such as threats, taunts, mockery, "dissing", racial slurs and hate-speech, foul language, and name-calling. The bullying action is sometimes disguised as a joke.
6. Psychological: Intimidation, manipulation, domination, power play and the use of body language or any other action which psychologically diminishes the dignity of another.
7. Social: Rumor-mongering, ostracizing, abuse of authority, circulating hurtful or damaging things about another.

The rights and responsibilities of learners

8. All people, according to the South African Constitution, have certain rights and responsibilities:
 - 8.1 The right to human dignity and the responsibility to respect the dignity of others



- 8.2 The right to be respected by other people and the responsibility to show respect to others
- 8.3 The right to be valued as individuals and the responsibility to value others as individuals

Learners have particular rights:

- 9. The right to a safe learning environment and the responsibility to ensure that their behaviour respects the rights of other learners to a safe learning environment
 - 9.1 The right to an education and the responsibility to allow uninterrupted learning to take place
 - 9.2 The College, in line with our Catholic, Marist ethos, is therefore opposed to any form of behaviour exhibited by any member of the community which puts another person's basic rights in jeopardy and which constitutes any form of bullying.
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The approach of the College

- 11. Bullying needs to be addressed pro-actively as well as reactively.
 - 11.1 The College strives to educate learners in their rights and responsibilities to fellow learners.
 - 11.2 Staff will strive to set a good example and use the ethos programmes which outline the school's expectations for respectful, caring behaviour.
 - 11.3 The College strives to build up the self-esteem of its learners.
 - 11.4 The College strives to inculcate attitudes of respect and love amongst its learners and staff.
 - 11.5 The College will use peer education programmes and other strategies to make learners aware of the existence of bullying and of its detrimental effect on individuals and the community.
 - 11.6 The College uses ethos programmes, behaviour modification programmes, mentoring and counselling in an attempt to change behaviour.
 - 11.7 At key stages the College will run courses such as leadership education, conflict resolution courses or assertiveness training workshops.
 - 11.8 The College will engage in ongoing education with learner leadership bodies in the school to combat bullying among learners



Procedures to deal with incidents of bullying

12. Bullying will not be tolerated in any section of the school. Procedures may differ from section to section.

Definitions

13. The College will endeavour to teach learners:
- 13.1 To practise assertive behaviour if they witness bullying behaviour directed towards themselves or others;
 - 13.2 To stop bullying behaviour from hap-pening or continuing, but without endangering themselves;
 - 13.3 To target the bullying behaviour and not the bullying person;
 - 13.4 To report any instances of bullying be-haviour (see 14 below).
14. Learners can report bullying to an LLS or LLC member, a tutor or any other staff member. In the Primary School and the Junior High, learners can also collect a bully report form from the office and complete it. In the High School, learners can make use of the anonymous e-mail facility/use the postbox in the media centre or enlist the help of the Peer Responders.
15. As part of its response, the College may provide counselling for the bullied person.
16. The College will deal severely with persistent bullying.
17. The College's response may include providing counselling for the bullying person which will be coupled with a warning of the consequences of a repetition of bullying behaviour. Behaviour will be reported to parents.
18. If bullying behaviour is repeated, a parental interview will be held and strategies for intervention and behaviour modification will be outlined. Professional counselling, regular report-backs and a positive improvement in behaviour will be expected.
19. If there is a repetition of bullying behaviour, learners must be aware that it is considered an act of serious misconduct and will be dealt with according to the relevant section of the College Code of Conduct. This may include suspension or expulsion from the College.

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