

5.23

Harassment and Bullying Prevention Policy

Statement of Purpose:

The Living and Learning School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute; in whatever way they can, to the protection and maintenance of such an environment.

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Our school will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

Inclusiveness and Protection:

It is the responsibility of Staff to protect student's physical safety, help remove them from harm and mitigate and prevent harm done to students. This protection is inclusive to all students regardless of their gender, race, culture, religion, sexual orientation or gender identity.

The Responsibilities of Staff

Teachers and staff at the Living and Learning School will:

- Foster in our pupil's self-esteem, self-respect and respect for others,
- Demonstrate the high standards of personal and social behaviour we expect of our pupils,
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens,
- Be alert to signs of distress and other possible indications of bullying,

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- Listen to children who have been bullied, take what they say seriously and act to support and protect them,
- Report suspected cases of bullying to the Principal,
- Record any incidences of bullying seen during recess/lunch in the Supervisors Record Book, including date, time, students involved and action taken,
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action that has been taken.

The Responsibilities of Parents

We ask the Parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying,
- Advising their children to report any bullying to either the Principal or Teacher (whomever the student feels most comfortable talking to) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils,
- Advising their children not to retaliate violently to any forms of bullying,
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken,
- Writing any incidences of bullying observed during recess or lunch supervision in the Supervisors Record Book, which is kept near the east-side entrance to the school,
- Informing the Principal of any suspected bullying, even if their children are not involved,
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth.

Acceptable and Unacceptable Behavior

At our school, all members will show respect and kindness toward each other, being inclusive and practicing virtues from our Virtues Program. All students are expected to follow our code of conduct in order to maintain positive classroom environments.

At our school, bullying behavior is unacceptable. Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms, physical, verbal, extortion and exclusion. It is an abuse of power. It can be planned and organized, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

Forms of Bullying

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.
- Any form of bullying based on gender or gender identity or sexual orientation.
- Any online or cyber bullying during or after school hours.

The Responsibilities of Students

The students of Living and Learning School will:

- Sign the school's Code of Conduct, which states they will respect themselves, others and the school's property,
- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity,
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so,

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- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances,
- *Anyone who becomes the target of bullies should not* suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Consequences of Unacceptable Behaviour

The consequences for unacceptable behavior will depend on the student's age, maturity and special needs if there are any.

1. Student receives a warning first, followed by a consequence if the behavior continues.
2. If behavior is serious, a phone call home will happen.
3. If serious behavior is repeated, a meeting with parents/guardians will happen to make a behavior plan.
4. Behavior plan will be reviewed by Board for approval.
5. If Board does not approve plan, or if behavior plan is approved but then doesn't result in improvement, family will be asked to provide a support worker or may be asked to leave the school.

Refer to Discipline Procedure 5.2 from the Parent Handbook for more details.

Prevent Retaliation

Staff and Parents have an obligation to protect victims of bullying by taking measures to prevent retaliation by the accused. Parents and Staff will:

- Advise their children not to retaliate violently to any forms of bullying as well as not to retaliate against students who accuse them of bullying,
- Encourage all students to intervene to protect victims who are being bullied, unless it is unsafe to do so,
- Encourage all students to report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances,
- Report suspected cases of bullying to the Principal,
- Record any incidences of bullying seen and the consequences if any,

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- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action that has been taken,
- Remind all students of the consequences they will face if they retaliate against victims or continue any form of bullying behavior.