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## **LEGAE LA BANA PRIMARY SCHOOL**

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### **ANTI-BULLYING POLICY**

In abiding with the ethos, aspirations and code of conduct, Legae La Bana Primary School is committed to Empowering and Enriching Lives of our Learners. To achieve this, all learners must be protected, and be provided with a safe environment which is conducive for learning. This Policy serves to inform about rights and responsibilities of learners, signs and symptoms, types of bullying, how bullying can be prevented and what should happen when a learner is bullied.

#### **Definition of Bullying**

Bullying is an unwanted, deliberate and ongoing aggressive, unkind or disrespectful behavior with the intention of hurting another person. It results in distress and pain to the victim.

#### *Types of Bullying Behavior:*

- Physical. This is any form of bullying behavior which intentionally harms others or their property. This includes pushing, stealing, hiding, kicking, throwing or any use of violence.
- Psychological and social. This includes spreading rumours, non-verbal intimidation for example; laughing at other with the intention to threaten or shame him/her. It also includes influencing others to dislike someone, making fool of someone, trying to dominate someone.
- Racist: This includes racial taunts, graffiti, gestures
- Sexual: This can be unwanted physical contact including sexually abusive comments.
- Homophobic: This is bullying because of sexuality or perceived sexuality.



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- Verbal: This includes, name-calling, sarcasm, spreading rumours, teasing, foul language, threats, discriminatory remarks.
- Cyber: relating to misuse of internet, email, cell phone, misuse of associated technology (eg. camera & video facilities)
- Indirect bullying. This includes influencing or encouraging or organising others to be involved in any type of bullying.

### **Rights and responsibilities**

Legae la Bana Primary School does not tolerate bullying and harassment. Respect and caring is expected for one another.

Everyone has rights and responsibilities so that they can enjoy their stay at Legae La Bana Primary School.

- Rights
  - To be safe
  - To be happy and play freely
  - To be respected
  - To be valued
  - To learn and grow
  
- Responsibilities
  - To support one another
  - To respect others
  - To respect yourself
  - To show sympathy and empathy

### **Signs and Symptoms**



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A child may indicate by signs or behaviour that he or she is being bullied.

Adults should be aware of these possible signs and that they should investigate if a child:

- does not want to go to school, finds excuses for not going to school, such as feeling sick.
- is very tense, fearful and unhappy after school, talks about hating school.
- has bruises and/or scratches and/or cuts.
- talks about not having any friends.
- refuses to tell parent about what happens at school.
- suffers from insomnia.
- is nervous when another child approaches.
- is afraid of meeting new people or trying new things.
- becomes withdrawn anxious, or lacking in confidence.
- attempts or threatens suicide or runs away.
- begins to do poorly in school work, sudden drop in marks.
- comes home starving (money / lunch has been stolen).

### **Measures to be taken to prevent bullying from occurring**

- Special sessions to be arranged to educate learners about impact and consequences of bullying.
- Learners must be encouraged to speak out.
- Conducive environment must prevail for learners to feel safe.
- Staff must always be alert of learners' behaviour.



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### **Types of bullying and people involved in dealing with the offence**

1. **Physical, if it happened once:** This is not normally seen as bullying because it is a once off incident; but it is a transgression of the school rules and the learners' rights and responsibilities at school. The class teacher, teacher on playground duty, HOD and Parents must attend and address the incident.
2. **Physical if it continues to happen:** The class teacher, teacher on playground duty, HOD, Headmaster, Parents and the school counsellor / psychologist must address the offence.
3. **Psychological/Social:** The teacher on playground duty, HOD, Parents and the school counsellor / psychologist are responsible for dealing with the matter.
4. **Cyber:** Parents, Class teacher, HOD, Headmaster and school counsellor must address the matter.

### **What happens when a learner is bullied?**

- Learners should be interviewed individually and separately.
- The matter should be dealt with sensitivity.
- Care to be given to both the victim and the bully.
- The teacher, the Head/Principal should investigate the matter.
- Parents of the bully and the victim should be called to school for a meeting.
- If after investigation, there is any punishment to be implemented, Parents must be informed.



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- If counselling is recommended, then proper measures in consultation with professional has to be taken.
- The parents might want to seek advice from outside the school which will be their right as long as a report is sent to the school to update on progress made.