



## POLICY: BULLYING

The mission of this policy

We, at SAHETI School, are committed to providing a safe and secure learning environment. To ensure this, all members of the school have the responsibility to practice and promote:

- tolerance
- a safe environment to all stakeholders
- a training programme for staff to deal with situations where bullying occurs
- the rights of an individual as far as possible
- the protection of the rights of this institution and all its stakeholders.

*Bullying is defined as:*

- physical abuse, hitting, kicking, taking belongings, sexual advances, use of weapons, pushing, insulting facial and hand signals
- verbal name calling, insults, racial or religious remarks and threats
- indirect/emotional, spreading nasty stories, exclusion of victims, sexual insults, gossiping, extortion.

*Bullying has 5 common features:*

- it is deliberate
- it is often repeated over time
- it is difficult for the victim to defend himself/herself
- it is difficult for those who bully to learn new social behaviour
- the person who bullies, has, and exercises, power inappropriately over the victim.

Strategies for intervention

*Disciplinary action*

- All forms of bullying must be reported to the Director: Student Affairs.
- Disciplinary action shall take place at the discretion of the Head, Directors and School Executive
- All reports of bullying occurring at school will be fully investigated

## Recommended procedures for parents in the case of bullying

- Report the incident as soon as possible to the Director: Student Affairs or Head.
- Allow the school to follow procedure and to investigate allegations.
- Think through the situation as it can be very emotional for all parties involved
- There are always two sides of the story and parents must be willing to hear both sides of the story
- Collaborate with the school
- Once a course of action has been agreed upon, the parent must give the school enough time to implement the plan
- The parent should not harass other students or the parents of other students, or increase the anxiety of the situation
- A parent should not feel guilty about reporting the incident
- All bullying incidents should remain confidential and should be discussed with the relevant educators/counsellors.