

EDUEXCELLENCE

Anti-Bullying Policy





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Anti-Bullying Policy

Statement:

ISASA Bullying Statement

The destructive behaviour of bullying is evident in all our schools in one form or another. It affects many children in varying degrees.

If bullying is not dealt with it can easily build up to a point where victims become so depressed that they do one of two things: lash out at someone else or hurt themselves. To be able to deal with bullying we first need to know what it is. There are two important components that constitute bullying behaviour:

- Firstly, and most important, bullying is an abuse of power. A bully has power and control over a victim who feels helpless to deal with the situation.
- Secondly, bullying is an **ongoing and repetitive pattern of harassment and abuse**. Ken Rigby (1996) defines bullying as 'repeated oppression, psychological or physical, of a less powerful person by a more powerful person or group of persons'. It is very important to distinguish between bullying and conflict. Many children involved in conflict believe that they are being bullied.
- To further understand bullying, we need to look at all the different role players and their contributions to the situation. Bullying involves the bully, the victim and bystanders who can either support the bully or the victim.
- Having sought to understand bully behaviour we need to look at ways of addressing it in the school situation. There are many interventions and prevention strategies that can be put in place in order to assist with bullying in schools. These would include educating learners, teachers and parents as well as providing policies and particular programmes.
- When dealing with a particular case of bullying it is important to adopt a strategy where the children are involved in the resolution of the situation and to this end the "No Blame" approach is advocated. The process of dealing with bullying really revolves around empowering all role players to deal effectively with bully behaviour when it is encountered.



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- An important issue which needs to be addressed in all schools is what has become known as the “Code of Silence”. Learners must feel empowered to disclose issues of bullying if these episodes are going to be dealt with effectively.
- Dr Elizabeth Smit maintains, “Education for peace aims to empower learners with skills enabling them to play a positive role in maintaining a peaceful society. A conflict resolution programme such as mediation offers learners the opportunity to face their differences and reach their own solutions.” As parents, we should be seeking to equip our children to resolve their relationship problems themselves, with our help and guidance where necessary. In this way we empower them to deal with conflict, violence and abuse in a constructive and positive manner.



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Purpose:

To this end, EduExcellence PRS Group aims to establish a community in which everybody feels valued and safe, where individual differences are appreciated, understood and accepted. Every child has a right to enjoy his/her time at school.

The community does not tolerate bullying or harassment. *Respect* for others is expected.

EduExcellence PRS Group and its Campuses aims to:

- Promote an atmosphere and ethos at the school of warm loving and caring concern
- Promote in each child respect and empathy for others and the environment.
- Promote acceptable and unacceptable behaviour goals.
- Is educating all learners about issues related to bullying behaviour
- Offers support to all students through our trained counsellors and staff members.

The school will use this approach when dealing with cases of bullying:

- 1) Interview the victim and suggest strategies
- 2) Arrange a meeting for all involved
- 3) Explore the problem without allocating blame
- 4) Share responsibility
- 5) Identify solutions

At EduExcellence PRS Physical Campuses, learners participate in weekly Care Circles that integrates the child into a group, helping others and sharing feelings. Through the programme learners are prepared for understanding and controlling their emotions as well as developing strategies and words with which to deal with any bullying.

Note: Each case or suspected incident will be treated uniquely and on a case by case basis in accordance to our Disciplinary Procedures as laid out in our Code of Conduct for Learners.