

## ANTI-BULLYING POLICY

### 1. Guiding Philosophy

The Bridging Gap is committed to creating an environment in which every pupil can develop academically, socially, and emotionally. For this to happen our students need to feel safe.

Each Student has rights, namely, to feel safe, to learn and grow, to be respected, to be valued and to be different. However, with rights comes responsibilities, namely: to respect oneself, to respect other students/people; and their rights and to value others as individuals. This involves supporting others and showing compassion and understanding towards them.

These rights and responsibilities should be embraced by all staff, parents, and students alike.

### 2. Definition of bullying

Bullying is unwanted, aggressive behavior that involves a real perceived power imbalance. The behavior is repeated, or has the potential to be repeated over time, with a continued attempt to exert dominance over another person in a forceful and/or demeaning manner.

**Physical bullying:** Any form of physical behavior which intentionally harms other or their property. This includes stealing, hiding, throwing, or intentionally damaging another person's possessions, as well as extortion e.g., Forcing others to hand over their possessions such as lunches or money.

**Verbal bullying:** includes name-calling, repeated teasing, insulting and discriminatory remarks, threats, sexual harassment, and any other form of verbal abuse designed to harm or belittle another person.

**Psychological and social bullying** includes spreading rumors, non-verbal intimidation (such as glaring or laughing at others with the intention to threaten or shame), excluding someone from the group and preventing others from befriending them or applying pressure to peer/s to conform.

**Cyber-Bullying:** The use of e-technology as a means of bullying others, through cellphones, computers, photographs, videos, email, internet, instant/voice messaging, websites, chatrooms, face book, Instagram, Mix it what's-app; and all other such platforms.

### 3. Disciplinary procedures

Bullying behavior	1 <sup>st</sup> time Offender	2 <sup>nd</sup> Time Offender	3 <sup>rd</sup> Time offender
<ul style="list-style-type: none"> <li>- “mean” letter writing</li> <li>- Name Calling</li> <li>- Mean teasing</li> <li>- Making fun of</li> <li>- Mocking</li> <li>- Irritating</li> <li>- Annoying</li> <li>- Pushing</li> <li>- Grabbing</li> <li>- Shoving</li> <li>- Poking</li> <li>- Tripping</li> <li>- Kicking</li> <li>- Pinching</li> <li>- Taking property</li> <li>- Damaging property</li> <li>- Demanding food,sweets Etc</li> <li>- Spreading rumors</li> <li>- Play fighting</li> <li>- Cyber bullying</li> <li>-Intimidation</li> </ul>	<ul style="list-style-type: none"> <li>-Bullying form is sent home to inform parents</li> <li>- Playtime detention</li> </ul>	<ul style="list-style-type: none"> <li>- 2+ playtime detention</li> <li>- Call to parents</li> <li>- Offender writes a letter of apology Starting what they Did and how their actions hurt the other person as well as what they would do differently in future.</li> <li>- Copy of letter sent home to the parents and returned to the principal the next day</li> </ul>	<ul style="list-style-type: none"> <li>- A call home to parents</li> <li>- Internal suspension from the classroom for at least one day in addition to the consequences listed in the previous column</li> <li>- Additional days will be added if bullying continues</li> </ul>

If bullying behavior continues the Code of Conduct Policy will be followed. Students need to be aware that bullying behavior is viewed as an act of serious misconduct and can result in a disciplinary hearing counselling and suspension.

Furthermore, a full investigation of any allegation of bullying is required. In all cases the consequences should be determined by factors such as the severity of the bullying, the age of the student and prior history,

Parents or caregivers are required to work with the center’s authorities in cases of bullying and responding to bullying behavior, by educating learners about the impact of bullying and the consequences thereof (for both perpetrators and victims). Together we can overcome the stigma called bullying.