

**North Elementary  
Anti-Bullying Policy**

**Rationale**

Everyone at North Elementary School has the right to be taught in a safe, nurturing and non-threatening environment. Only then will all members of the school community be able to achieve to their maximum potential. Bullying of any sorts prevents this from happening.

**Definition of Bullying**

Bullying is a form of aggression, hurtful behavior which is persistent and unprovoked. It involves an abuse of power. It may take various forms, including physical, verbal and emotional. Examples of bullying include, but are not limited to:

**Physical:** kicking, pushing, tripping, hitting

**Verbal:** name-calling, teasing, spreading rumors

**Emotional:** excluding from play, threatening, making faces

**Expectations:**

**Students** have a responsibility to behave in a caring manner towards other members of our school community, to help create an environment where bullying is not accepted. They are expected to report to staff any suspected or witnessed instances of bullying.

**Teachers and other staff members** have the responsibility to investigate and take seriously, all reported incidents of bullying. They are expected to do all they can to ensure that the students of North Elementary feel safe and secure both physically and emotionally.

**Parents** have an entitlement to expect that their child will be educated in an environment which is safe, caring and respectful of their individual needs. Parents have a responsibility to ensure that their child cooperates with teachers, other staff and other pupils. They have a responsibility to inform the school on any incidents of bullying which they are aware of.

**Action to be taken when bullying behavior is suspected:**

Listen carefully and sympathetically to the pupil's concerns.

Ask the pupil what they would like to see happening to resolve the situation and what they think would make it worse.

The pupil should be asked to give the name[s] of potential witnesses.

The pupil should be told he/she must take some responsibility for their own safety - keep away from the alleged bully, do/say nothing to provoke the bully and report any further incidents.

Discuss with the pupil others that they could talk to friends, other teachers, parents.

It may be appropriate to encourage the pupil to keep a written record of future incidents.

Support and protection should be promised and agreement reached on an appropriate course of action.

If you feel the situation warrants it, the child's parents should be kept fully informed.

Check with the pupil, in a few days, on how they are feeling, if any incidents have occurred, who they have talked to.

The alleged bully should be interviewed quickly. Explain calmly and dispassionately the allegations of bullying behavior.

The alleged bully should be given an opportunity to tell their story and, if necessary, asked to give the name of potential witnesses. The implications of bullying behavior, whether intentional or not, for the pupil who was the target should be pointed out.

Assurances that the bullying will not be repeated should be sought.

The alleged bully should be told that the targeted pupil has been told to report any further incidents from any source and that he/she must also report any incidents where the targeted pupil says/does anything connected to the original incident.

Depending on the alleged bully's record and the seriousness of the bullying incident, the parents should be contacted and informed of the circumstances, discuss any relevant background information and secure support for any remedial action to be taken. The alleged bully may be referred to the principal. It may be considered appropriate, if both agree, to bring the two parties together and reach an agreement on the nature of further relationships. Sanctions for bullying, depending on the perceived seriousness and previous involvement in similar behavior, include incident report forms, detentions, suspensions and ultimately expulsion.