**USD #477 INGALLS ANTI-BULLYING POLICY**

**What is bullying?**

* Continued intentional hurt to another specific person
* Persistent, offensive, abusive, intimidating or insulting behavior, abuse of power which makes the recipient feel upset, threatened, humiliated or vulnerable, which undermines their self-confidence and which may cause them to suffer stress

**Bullying can be:**

**Emotional -**being unfriendly, excluding, tormenting, threatening, gestures

**Physical -** pushing, kicking, hitting, punching or any use of violence

**Racist -** racial taunts, graffiti, gestures

**Sexual -** unwanted physical contact or sexually abusive comments

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

**Our Aim:**

* To prevent bullying so we can create a safe, peaceful and respectful atmosphere in and around school
* To encourage everyone at our school to take responsibility for stopping and preventing ALL bullying
* We want our school to be bully free, where people co-operate with one another
* We want our school to be a welcoming and happy place, where no student dreads coming to school

**How our school can prevent bullying?**

* By treating allegations of bullying very seriously
* By promoting positive attitudes towards each other
* By punishing bullies to show it is unacceptable and helping them to change their behavior
* By everyone following the same guidelines

**As a student of our School I can...**

* Expect to be treated with respect & to be safe from persistent bullying
* If I see someone being bullied to help them not ignore it
* Tell a teacher if I see someone being bullied
* Become a friend to the person being bullied to show the bully it is not acceptable
* Expect that serious action will be taken against me if I bully others

**As a victim of bullying, there are a number of things I can do...**

* Expect help if I am being bullied
* Tell my friends to help share the burden
* Tell my family
* Speak to my teacher
* Speak to the Principal
* Put a note in the Bullying box

**If I bully someone, I can expect...**

* My teachers to be aware that I am bullying
* To be spoken to and dealt with by the Principal
* Help towards changing my behavior and attitude so I can stop myself from doing it in the future
* The incident to be investigated and appropriate action to be taken against me, verbal warning, and parents informed, detentions, in-school or out-school detention (dependent on the seriousness and number of incidents.)

**Staff is expected to deal with the situation by...**

* Intervening as early as possible
* Recording exactly what was seen or heard, pupils involved, date and time
* Using the no blame approach. Hear both sides. There may be more to this than meets the eye.
* If necessary, record the incident on the appropriate form and return to the office.
* Reporting it to the Principal.
* Speaking with the bully so they are aware that teachers know what is happening.