

Anti- Bullying Policy

Introduction

Many people have a good idea of what bullying is because they see it every day. Bullying happens when someone hurts or scares another person on purpose and the person being bullied has a hard time defending themselves. Everyone needs to get involved to help stop it. At Mother Teresa School there is zero tolerance towards bullying of any kind.

Our school's matriarch, Mother Teresa, built a community of faith who provided dignity to the poorest of the poor. At Mother Teresa School we are a faith-based community rooted in the person of Jesus Christ. Children are our main concern. All of our decisions are based upon our philosophy of putting the needs of the students first. We focus on respect for one another and the importance of honoring diversity to remember that our differences enrich all of us.

Mission Statement – A Caring Catholic Community Challenging and Inspiring Each Other To Reach Our full Potential.

The 4 Most Common Types of Bullying

It is well known that there are many types of bullying. Listed below are the 4 most common types.

Verbal Bullying - name-calling, sarcasm, teasing, spreading rumours, threatening, making negative references to one's culture, ethnicity, race, religion, gender, or sexual orientation, unwanted sexual comments.

Social Bullying - mobbing, scapegoating, excluding others from a group, humiliating others with public gestures or graffiti intended to put others down.

Physical Bullying - hitting, poking, pinching, chasing, shoving, coercing, destroying or stealing belongings, unwanted sexual touching, intimidation, spitting.

Cyber Bullying - using the internet or text messaging to intimidate, put-down, spread rumours or make fun of someone.

Definitions

Bullying is the use of force or coercion to abuse or intimidate others. The behavior can be habitual and involve an imbalance of social or physical power.

Bystander is a person who is present and observes an event without participating in it.

Coercion is the practice of forcing another party to act in an involuntary manner.

Gesture is a form of non-verbal communication in which visible bodily actions communicate particular messages, either in place of speech or in combination with words.

Harassment is commonly understood as behavior intended to disturb or upset, and it is characteristically repetitive.

Humiliation is an emotion felt by a person whose social status has just decreased.

Intimidation is intentionally or knowingly putting another person in fear of imminent bodily and emotional injury.

Mobbing is a gathering of students in which some individuals are exerting power over others. The behaviors may be displayed in a "ganging up" type situation.

Sarcasm is a sharp or bitter expression or statement meant to hurt or embarrass.

Scapegoating is the practice of singling out any party for unmerited negative treatment or blame as a target.

Targeting is to make a person a target of some sort of action.

Victim is someone who is the target of bullying behavior(s.)

Guidelines

Mother Teresa School has developed an Anti-Bullying policy in consultation with school staff, School Council, MT Student Council and other school community stakeholders. We realize that there is no "quick fix" to the problem of bullying.

In order to be successful, there needs to be:

- General awareness of the importance of addressing root causes of bullying
- Buy-In and support by all stakeholders
- Strong leadership and support by Administration
- Parental and School community involvement
- Student involvement and student-led initiatives incorporated into the action plans
- Solutions that reinforce good teaching practice and curriculum integration
- A discipline policy that focuses on teaching respect and responsibility rather than punishment

Procedures

1. Any reports of bullying will be investigated and appropriate action will be taken promptly.
2. All incident of bullying will be investigated on a case by case basis.
3. Records will be kept detailing the incident and what measures were taken to deal with the incident.
4. Parents/Guardians will be notified and kept apprised of any bullying incident and its progress.
5. Actions

We have adopted a system to deal with all discipline issues at the school. The following will occur when an incident has occurred needing disciplinary measures.

- a. T – the students will be TALKED to about the incident by the supervising staff member.
- b. A – if needed the teacher will notate the incident in the student's AGENDA.
- c. P – if needed the teacher will contact the PARENT directly by phone.
- d. P – if needed the PRINCIPAL will become involved to help resolve the issue.

First offense – Student will be in-school suspended for one day.

- a) Student will be required to complete a self reflection activity.
- b) The student will write letter and make a verbal apology to the victim.

Second offense – Student will be in-school suspended for 3 days

- a) Student will be required to complete a positive citizenship module.
- b) The student will write letter and make a verbal apology to the victim.
- c) Student will be enrolled in a social skills group to re-teach strategies and tools to prevent recurrence.
- d) A Behavioral Support Plan will be put in place for the student.

Further offenses – recurrence of bullying will result in a further suspension either in or out of the school up to 5 days.

*Outside agencies and/or supports for bullies and/or victims may be called in at any time during the process if decided it is needed by administration.

*Division office will be notified for additional support on further consequences as needed.

Roles and Responsibilities

1. Staff members of Mother Teresa School should:
 - a. Remain alert to signs of bullying and act promptly and firmly against it according to the school discipline policy.
 - b. Report incident of bullying following TAPP protocol which will determine if further disciplinary action should be taken. Staff member who initially dealt with the incident should record the information.
 - c. Offer support and encouragement to victims, including notifying parents, administration, and or staff as needed.
 - d. Encourage all students to refrain from bullying and to encourage bystanders to report all bullying incidents witnessed.
2. Parents/Guardians of Mother Teresa School should:
 - a. Report concerns of bullying behavior to their child's teacher as soon as possible after the incident.
 - b. Support the school's anti-bullying policy.
 - c. Supervise the completion of the Positive Citizenship module.
3. Students of Mother Teresa School should:
 - a. Report incidents of bullying they witness to the teacher in charge at the time of the incident.
 - b. Stand up for the student being bullied. Refrain from being a bystander.
 - c. Treat others as Jesus would which is an expectation of any Catholic school student.

Resources

St John's School Student Handbook – Anti-Bullying Policy

Resource: Preventing/Dealing with Bullying Participation Guide

St Mary's School Bullying Policy – Taber, AB

www.bullyingcanada.com website