

KING DAVID

ANTI-BULLYING POLICY

AS PER CODE OF CONDUCT

1. AIMS

We the educators, learners, and parents of the King David Schools aim to:

- provide guidelines of how to deal with bullying / peer abuse
- provide a safe and secure learning environment
- promote a caring atmosphere where empathy and concern for others is valued
- ensure respect for each other and each other's property
- protect children against bullying / peer abuse
- provide the freedom to report bullying / peer abuse
- provide support for victims, bullies and parents and educators

2. DEFINITION OF BULLYING

Bullying is regarded as serious misconduct in terms of the code of conduct relating to the King David Schools. Bullying is an intentional behaviour, which adversely affects another person emotionally and or physically.

Bullying has *three* elements:

1. A desire to hurt
2. A perpetration of hurtful behaviour (physical, verbal, or relational) in a situation where there is an imbalance of power which favours the perpetrator(s)
3. The action is regarded as unjustified, typically repeated and experienced by the target as oppressive

3. EXAMPLES OF BULLYING

Physical includes repeatedly doing any of the following to others:

- kicking, hitting, punching, pushing and tripping
- taking other people's possessions (stealing)
- forcing others to do something against their will
- forcing others to give up their belongings, or demanding money
- damaging others property



Verbal includes repeatedly doing any of the following to others:

- teasing
- ridiculing / mocking
- name calling
- swearing
- threats and rude gestures
- insulting friends and or family members
- spreading rumours
- unpleasant phone calls, SMS's. MMS's or emails

Psychological / Relational includes repeatedly doing any of the following to others:

- scaring a person
- excluding someone from group activities
- ganging up on a person
- ignoring a person
- dominating a person

4. WHAT ACTION TO TAKE

What to do if you are bullied:

1. tell the bully to stop
2. walk away
3. inform a staff member and ask for help

What to do if you know someone is being bullied:

1. tell the bully to stop and that such behaviour is unacceptable
2. report the incident to a staff member
3. If you witness such an incident it is your responsibility to take action.
4. Do not ignore it, offer your support.

5. PROCEDURES & RESPONSES TO BULLYING

- Repeated or serious cases of bullying must be reported to the principal, the class teacher or school counsellor. This can be done directly or anonymously in writing.
- If in writing the note can be left with the school secretary for the relevant staff member.
- All investigations and reports will be treated in the strictest of confidence.



- The bully/bullies and the victims will be interviewed separately in order to hear both sides of the story. Interviews/ discussions will be recorded in writing.

Parents of the children concerned will be informed. They may be asked to attend a meeting to discuss the problem.

- Severe and repeated incidents of bullying will be recorded in the learner's file.
- Certain privileges may be withdrawn from the bully/bullies, for example break times, participation in school teams or other school activities. There might be other punishments imposed from time to time.
- The bully may be required to do community service.
- The bully may be required to attend regular counselling sessions with a school counsellor or outside therapist.
- The victims may also be required to attend regular counselling sessions.
- Repeated or severe forms of bullying may lead to a disciplinary hearing and could result in suspension or even expulsion, as per the code of conduct.