

COUNTERING BULLYING, HARRASSMENT AND VIOLENCE POLICY

This policy supports the Education Directorate's Safe and Supportive Schools Policy. This policy relates to the practices and programs that our school has in place to ensure that all students at our school are protected from bullying, harassment and violence.

PURPOSE

To highlight the responsibility of all members of the school community in keeping children safe at school.

BELIEFS

We believe that in order for students to learn to the best of their ability, they must have a safe and friendly environment in which to spend their time. The school provides a positive culture where bullying is not accepted, and in so doing, all students have the right to be respected by others, the right to learn, and the right to feel safe and secure in their school environment.

PROCEDURES

1. The following definition will apply to this policy at LECS:

Bullying is:

- a. **Deliberate** - A bully's intention is to hurt someone
 - b. **Repeated** - A bully often targets the same victim again and again
 - c. **Power-imbalanced** - A bully chooses victims he or she perceives as vulnerable.
2. The community will be educated about pre-bullying behaviours.

Young children typically experiment with different ways of behaving. We recognise that some of these behaviours may be precursors to bullying. Behaviours such as making mean faces, saying threatening things, grabbing objects, pushing others aside, falsely accusing others, or refusing to play with particular children, while hurtful, are not considered bullying because they are not done to deliberately and repeatedly hurt another less powerful child. However, if they are allowed to continue, these behaviors may turn into a pattern of bullying.

Education for staff and community members will be a priority. Each year designated professional learning on this subject will be provided to all staff. This will include opportunities for individuals to rehearse skills to help the offender to recognise the unintended consequences of their behaviour, and to help the victim understand how to actively respond.

At LECS we believe that early intervention can prevent pre-bullying behaviours from developing into bullying.

3. Early childhood professionals at LECS will recognize and stop harmful pre-bullying behaviour, responding and re-directing before it escalates.

To discourage pre-bullying behaviours, teachers will explicitly teach social skills such as cooperation and empathy. Teaching the 7Cs (including Communication and Collaboration) is part of the school's focus on social development for every child.

4. When victims ask for help, staff will respond in ways that support the victim. Victims need to know that adults care about their situation and that they can help. They need to know that bullying is not allowed and will not be tolerated. They also need adult guidance to respond assertively and effectively to the child who is bullying, such as by standing tall, looking the bully in the eye, and calmly saying "Stop it. I don't like it."

5. Children who are bystanders will be taught to understand that they have the power to stop the bullying. Staff will help in developing and practising the problem-solving skills and assertiveness children need to stand up for their peers and feel safe.
6. Bullying will be addressed through non-punitive and restorative approaches. The PEACE TABLE concept will be taught and implemented in all learning spaces.
7. Parents will be notified if their child bullies or is a victim of bullying.
8. The school will report instances of bullying that pose an immediate threat to the safety of students and staff as a critical incident. This report will be made to the Director, School Improvement (SW Network) immediately by telephone and in writing within 24 hours.
9. The Principal will ensure teachers receive training in Protective Behaviours and explicitly teach these strategies. Parents will also be provided with strategies to support children at home.

Approved by School Board: May 2017