

**The Evo Diocesan**  
**Schools**

***Bullying Policy***

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## 1.0 - INTRODUCTION

### 1.1 What is bullying?

Based on extensive research, bullying could be said to be the following:

***When a student is exposed, repeatedly and over time, to negative actions on the part of one or more students (Olweus, 1993).***

***A long standing violence, physical or psychological, conducted by an individual or a group and directed at an individual who is not able to defend himself (Roland, 1993).***

***Wilful, conscious desire to hurt another and put him/her under stress (Tattum, 1993).***

In a nutshell, ***bullying is a deliberate, conscious desire to hurt, threaten and frighten someone.*** Bullying hurts and it will keep hurting if not nipped in the bud. Bullying is more importantly also in direct contrast to the Matthew 22 principle of loving your neighbour (Matthew 22:35-40).

Three forms of bullying are:

#### a) Physical Bullying

- pushing
- tripping up
- kicking
- hitting
- punching
- pinching
- biting
- forcing others to do things that they do not want to do
- taking or damaging others belongings
- demanding money
- silly pranks

#### b) Verbal bullying (this can also take the form of cyber bullying via social network media)

- teasing, mocking and taunting
- abusive comments about appearance
- verbal threats

- threatening and embarrassing gestures
- insulting family members, genders, race and religion
- name calling
- writing nasty letters about someone

c) **Psychological bullying**

- spreading nasty rumours
- deliberately excluding someone from activities
- influencing/telling others to dislike someone
- making a fool of someone
- trying to dominate a person

## 1.2 **Consequences of bullying**

Bullying can impact on a number of parties. Those affected are the victims of bullying, the bully, family and friends, and the learning environment.

Children who are bullied have to endure a great deal of misery and they often suffer from one or more of the following physical, emotional, social and educational consequences.

a) **Physical consequences**

- headaches
- bedwetting
- loss of appetite
- poor posture

b) **Emotional consequences**

- depression
- suicidal
- anxious

c) **Social consequences**

- isolated and lonely
- no friends
- difficulty mixing with others
- shyness

d) **Educational consequences**

- withdrawal from school activities
- afraid to ask questions
- cannot concentrate on work
- hide lack of understanding for fear of being teased
- underachieve so they don't appear to be too clever

**1.3 There are also telling consequences for the bully:**

- Bullies often turn into anti-social adults
- Bullies are more likely to abuse their children and spouses.

*"What is done to children, they will do to society."* (Karl Menninger – Quotes on children, 2001)

Both the child being bullied and the bully need help.

## **2.0 - AIMS OF THE BULLYING POLICY:**

To this end, we aim to establish a community in which everybody feels valued and safe, and where individual differences are appreciated, understood and accepted. Every child has a right to enjoy their time at school. This Evo Schools does not tolerate bullying. Respect for others is expected.

### **The Evo Schools aims to:**

Promote an atmosphere and ethos at the school of warm, loving and caring concern.

Promote in each child respect and empathy for others and the environment.

### **3.0 - RIGHTS AND RESPONSIBILITIES OF ALL STUDENTS:**

At Evo Schools everyone has **Rights** & **Responsibilities**.

#### **3.1 - Rights**

To feel safe

To learn and grow

To be respected

To be valued

To express yourself

#### **3.2 - Responsibilities**

To respect yourself

To respect others

To use common sense

To support others

To show compassion and Understanding.

## **4.0 - EXPECTED RESPONSES TO BULLYING AND PREVENTIVE ACTIONS**

### **4.1 - What to do if you are bullied**

- Tell the bully to stop. State quite clearly that the behaviour is unwelcome and offensive.
- Seek help. Talk about it to someone you trust. There is nothing so awful that we cannot talk about it with someone.
- Report it to the School Chaplain, or any other member of staff, or a student leader. The School does not tolerate bullying. Feel confident that any incident can be resolved satisfactorily.

### **4.2 - What to do if you know someone is being bullied**

- Care enough to do something about it, whether it affects you personally or not
- Take prompt action, as early intervention can defuse a situation before it gets out of hand
- Report it to the School Chaplain, any other member of staff, or a student leader. Feel confident that you will be protected.

### **4.3 - To Prevent Bullying**

- Respect yourself and others
- Work to create a pleasant school environment for all.
- Learn to tolerate and accept individual differences.
- Support the school policy on bullying



## 5.0 - PENALTIES FOR BULLYING

Penalties shall be based on -

- If the bully is a first time offender or a regular offender (bullies others regularly)
- The severity of the consequential effect of the bullying
- Whether the victim secured any bodily injury as a result of bullying, or any other serious psychological consequence.

### 5.1 *If the bully is a first time offender -*

- A written warning from the school.
- Exclusion from participation in school-sponsored functions after school programs and/or extracurricular activities.
- Limiting or denying student access to a part or area of the school.
- A voluntary apology to the victim.
- Awareness training (benefits students by helping them understand the impact of their behaviour).

### 5.2 *If the bully is a regular offender (bullies others regularly) or the victim secured any bodily (physical) or other psychological injury as a result of bullying -*

- Short-term or long-term suspension.
- Expulsion.
- Classroom or school transfer.
- Parent conferences.
- Adult supervision on school premises.

- Mandatory counselling.
- Any other action authorized and consistent with the Student Code of Conduct.

**Bullying Policy Acknowledgement Slip**

- **To be filled by Parent:**

I .....(name), the parent of  
 .....(name of student) in ..... (class) acknowledge that I have  
 read and wholly commit to the full compliance with the policy on bullying by my child/ward.

.....

Signature/Date

- **To be filled by Student:**

I ..... have read and understood the school's Policy on Bullying  
 and commit to abide by all the rules and regulations.

.....

Signature/Date

NOVEMBER 2020

**Signed:**

**Chairman, Evo Education Board -**

**Name:.....**

**Signature:.....**

**Date:.....**

**Secretary, Evo Education Board -**

**Name:.....**

**Signature:.....**

**Date:.....**

**Performance Improvement Coordinator,**

**Evo Education Board -**

**Name:.....**

**Signature:.....**

**Date: .....**