



Saba Comprehensive School Bullying Protocol

Preface: -

Saba Comprehensive School Vision speaks to a clean, safe and healthy learning environment for ALL. At SCS we have adapted a zero tolerance to Bullying of any form. We work to create a school climate and culture based on the simple but yet, very important concept that "Other People Matter"

Bullying

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behavior that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behavior is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Parties involved in bullying

When bullying occurs, different parties are involved: the bullied student(s), the bullying student(s), and the bystanders. To tackle bullying, both in terms of prevention and in curative form, it is necessary that all parties are involved.

The bullied pupils:-

Students who are bullied tend to have different interests than most of their peers, or they do things differently. Many students who are bullied have a limited resilience. They are unable to actually take action against bullying or stand up for themselves. They are often anxious and insecure in a group and

are afraid to say anything because they are afraid of being rejected. This fear and uncertainty are further enhanced by the experienced bullying, causing the student to enter a vicious circle, which can only be broken with external help. Bullied students often feel lonely, don't have many friends to fall back on in the environment in which they are being bullied and may sometimes feel safer with adults than with their peers.

The bullying pupil:-

Bullying students position themselves in an aggressive manner and react with threats of violence or indirect use of force. They often seem to be popular in a classroom, but force their popularity on the group by showing how strong and daring they are. Aggressive bullying pupils are not only physically stronger than their peers; they also often have a poorly developed sense of empathy, are impulsive and prefer to dominate other children. A bullying student has not learned how to express his or her aggression/anger in any other way than by bullying. They sometimes have been bullied themselves in the past. Bullying students often experience a sense of guilt in the long term, which can burden them. Because of their limited social skills they often struggle to build and maintain friendships based on other grounds than those of power and sharing that power. Bullying students often lack social development, which has consequences for themselves and others.

The active bystanders:-

The so-called 'silent middle' involves the students that do not actively participate in or resist bullying. They keep some distance. The 'followers' do participate in bullying, either out of fear or out of fear of reckoning at a later stage. A follower's greatest fear is to become a victim him/herself. Sometimes the followers think that bullying can make them look tough and could possibly contribute to his or her popularity. Bullying is often supported by the followers, because this behavior increases the attention they are getting. Without followers, bullying would probably quickly diminish or stop altogether. Very occasionally, a student or a small group of students might dare to stand up against the bully(s). This group plays an important role in solving bullying problems.

Preventive Approach

The mentor

From the beginning of the school year, the mentor has a large responsibility in creating a safe class environment for students within the homeroom.

Establishing clear rule and boundaries for social interaction is pivotal from the very beginning of the school year.

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- We listen to each other.
- We let each other speak.
- We respect each other's personal boundaries.
- We do not touch each other's stuff.
- We exclude no one.
- We solve disputes by talking not fighting.
- We notify the teacher or mentor when someone is being bullied.

First Week Orientation Workshop:-

Each school year part of the first week orientation workshop for students is bullying workshops. At this workshop students are reminded of the bullying rules and clear expectations are set for the tone of the new school year.

School Safety and Bullying Questionnaire:-

Each school year in the month of November the school conducts its annual school safety questionnaire, this questionnaire give us some insight into what our students are experiencing daily in terms of safety and bullying. The questionnaires are filled out anonymously, and it facilitates us to focus on what is going well and what needs to improve.

Remedial approach

It is important to take the student who is being bullied seriously and to provide a listening ear. The mentor is always the first point of contact for students and parents. At SCS the following steps are followed when dealing with reported incidences of bullying:-

- Inventory of the incident using the school incident reporting form (Mentor)
- Talking to bullied student
- Talking to bullying pupil
- When necessary, start conversation with classmates
- Mentor informs parents involved about the situation
- Draw up a plan to support both students (this includes consequences), with the Care Coordinator
- Mentor informs parents involved about teachers and teaching plan
- Aftercare, close monitoring of the situation

Additional Steps:-

- Organize a conversation between the bully and the target
- Organize a class discussion and other activities with the aim of restoring safety in the classroom. This should be a general discussion, so that the bullied student won't get the blame. The subject of safety in the school can be discussed as a social item.
- Follow up with the bullied student and parents.
- A conversation between the parents of the student who is bullied and those who engage in bullying.-Small Care Team can refer students for external support

Sanctions & Consequences

Depending on the severity of the behavior and outcomes of this behavior, measures will be taken towards the bullying students. These can range from warnings to suspension (in school or out of school). Each situation will be individually assessed. Criminal offenses will be reported to the community police officer to get involved.