



Bully Policy Document

The policy of the school is to prevent bullying and discrimination from taking place, to stop it if it does take place and to deal with incidents if they occur.

Bishops believes that every boy:

has a **right** to

- feel safe while learning and playing without fear of being hurt or humiliated
- be treated with respect and feel belonging, acceptance and friendship
- ask for help in stopping hurtful behaviour and learn to solve problems with others in a helpful, not hurtful way

has a **responsibility** to

- treat others with respect
- stand up for others

What is bullying?

Bullying is an **abuse of power** that involves a wide range of **hurtful behaviours** that are **deliberate** and **persistent**.

Fighting is a different issue and boys are taught to distinguish between fighting and bullying. Boys are taught that the following steps should be taken if bullying occurs:

1. Take responsibility yourself

1.1. Ask the following questions:

- Did I do or say anything that started the problem?
- Was it **two-sided** and therefore part of a fight?
- Was it part of a **rough game**?
- Was it done on **purpose**?
- Could it have been an **accident**?

1.2. If it was an **accident** then it would be better to:

- Ignore it

- Walk away

1.3. If it was **deliberate** then try the following:

- **Tell them to stop**
- Ignore it
- Walk away
- Find somewhere else to play
- Play with another person

If you have tried one of the above and it has not worked then:

2. Tell someone else

- Tell your teacher, housemaster or counsellor
- Talk to your parents
- **They will do something about it!**

Boys are taught to remember that reporting consistent, mean and hurtful behaviour is NOT snitching.

At this stage the **consequence for the bully** is as follows:

- He will be given the opportunity to tell his story
- He will be given the choice of either stopping the behaviour or facing disciplinary action

If the behaviour continues then the boy is advised to report **AGAIN!**

3. The following consequences for the bully will occur:

- His parents will be notified
- He might be referred to the counsellor
- A meeting will be held to discuss consequences which could include social suspension at break for a period of time

NB: It is very important for boys to understand that reporting mean, hurtful behaviour is **NOT**



SNITCHING. This is a belief that some boys have and remaining silent for this reason only allows the bully to continue his ways.

4. Witnessing Bullying

A witness is someone who sees bullying taking place and has a choice about what to do. Bishops encourages all witnesses of bullying to be empowered to be part of the solution.