



Bullying and/or Abuse Policy

"Bullying is the willful, conscious desire to hurt or threaten someone else". Bullies behave in different ways, depending on the vulnerability and responses from the victim. There are different types of bullying, including, but not restricted to:-

- Verbal (threats, name calling and racism).
- Physical (punching and kicking).
- Cyber (abusive text messages, internet messaging).
- Emotional/Psychological (being excluded from groups and spreading rumours).

Any behaviour that is a deliberate regular attempt to harm, threaten or upset another is classed as bullying.

What is being done?

The issue of bullying will be included in lessons and class work. For instance, bullying issues are regularly covered in English and Health Education. Bullying will be addressed in warm up time, drama, and assemblies. Staff supervise the play areas for students during recess and lunchtime. We will also encourage students to be aware of, report and intervene when necessary.

What will happen if bullying is reported?

- The victims will be talked to along with other witnesses.
- The accused "Bully" will be talked to, to get their version of events.
- Everything said will be kept confidential, where possible.
- Other staff, students and parents will be involved, where needed.
- Parents/guardians will be kept fully aware.
- A record will be placed in all the involved students' files.
- All students will be made aware that such behaviour will not be tolerated.
- Bullies will receive sanctions according to The Sevenoaks Academy Code of Discipline.
- Serious incidents may result in the school informing the police. (We are obliged by law to do this.)

Abuse

Abuse is defined as the cruel or violent treatment of another person; particularly if done regularly or repeatedly. Abuse comes in many forms, but is not limited to:

Sexual – unwanted touching, fondling, observation, propositions, innuendos, pornography, etc..

Physical – use of intentional force that can result in physical harm or injury.

Emotional – chronic attack on an individual's self-esteem.

Verbal – using language to cause harm; eg. name calling, swearing, humiliating, teasing, put downs, etc..

Psychological – defined as communication of an abusive nature, sarcasm, intimidation, manipulation, discriminatory, etc..

Neglect – failure to provide necessary/essential services; eg. failure to provide physical or emotional support.

Harassment – unwanted physical or verbal conduct that is offensive in nature. This includes any behaviour that is known to be unwelcome.

All students, staff, parents, volunteers, and official visitors to the school will be covered by this policy as per:

- Child and Family Services Act, RSO 1990, c C.11
- Human Rights Act, RSO 1990, c H.19
- Criminal Code of Canada, RSC 1985, c C-46

Reporting Procedures

- In case of student abusing another student – the victimized student should report to their classroom teacher and/or the principal (Cherie Hughes).
- In case of teacher abusing student – the victimized student should report to the principal (Cherie Hughes).
- In case of principal abusing student – the victimized student should report to their classroom teacher.
- In case of staff abusing staff – the victimized staff member should report to the principal (Cherie Hughes) or another staff member whom is not involved.
- In case of suspected abuse within the home – the suspecting staff member should report to the principal (Cherie Hughes).

Investigative and Disciplinary Procedures

Investigation and discipline will be dependent upon the nature of the abuse and the relationship between the abuser and the victim. Possible actions could include: suspension, suspension without pay, counselling, dismissal, etc.. Principal Cherie Hughes will oversee the investigative and disciplinary process. In case of conflict, Co-director Matthew Frank will oversee the process.

Parents Guidelines

www.edu.gov.on.ca/eng/parents/bullying.pdf

This allows you access to important information on what to look for, where to find help and what you can do as parents or guardians.



SAFE School Pledge

We are making our school safe by:

Speaking up when others need help.

Appreciating others and being a good friend.

Feeling empowered to do what's right.

Encouraging people around us to Make a Stand and Lend a Hand against Bullying.

I pledge to stand up for others and help stop bullying

Student Name: _____ Signed: _____

Date: _____