

## **Title: Anti-Bullying Policy**

### **Policy statement:**

*The Board of Trinity Christian School Association (TCSA) is committed to providing a loving, caring, friendly, welcoming, respectful and safe learning environment for all of our students, so they can learn in a relaxed and secure atmosphere free from any form of abuse.*

**Approved: M. Lynn Gullackson**  
(Chair of the Board)

**May 2016**  
(Date)

**First Approval Date: May 2016**

**To Be Reviewed: April 2020**

**Review and Amendment Date(s): April 25, 2018, August 28, 2018, September 9, 2018**

**Stakeholders Consulted (Date): April 17, 2018**

### **Referenced Documents:**

*Alberta Education Guide to Education (2014)*

*Torfaen County Borough Council Anti-Bullying policy (2010)*

### **Principles:**

*All children and young people should be able to go about their daily lives without the fear of being threatened, assaulted or harassed. Bullying is ultimately an anti-Christian behaviour and affects everyone. All types of bullying are unacceptable at TCSA and will not be tolerated. Our students should feel able to notify us when being bullied, and when bullying behaviour is brought to our attention and identified as such, prompt and effective action will be taken.*

### **Definitions:**

*Bullying behaviour is the abuse of an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people.*

*Bullying generally takes one of four forms:*

- *Indirect* - Being unfriendly, spreading rumours, deliberate exclusion, tormenting (e.g. hiding bags or books)
- *Physical* - Pushing, kicking, hitting, punching, slapping or any form of violence
- *Verbal* - Name-calling, teasing, threats, sarcasm
- *Cyber* - All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging. Cell threats via text messaging & calls. Misuse of associated technology, i.e. phone cams.

*Principal means a principal as defined in the School Act, a superintendent or designee in respect to fulfilling obligations under section 113 of the School Act.*

*Teacher* means an individual who is required to hold a certificate of qualification as a teacher and who is responsible for the provision of instruction or supervision under section 18 of the School Act, or an individual whose qualifications are approved by the Minister and is employed to teach under section 28(2)(b)(iii) of the School Act.

*Law Enforcement* refers to agencies responsible for maintaining public order and enforcing the law, particularly the activities of prevention, detection, and investigation of crime and the apprehension of criminals.

### **A. Objectives**

1. All teaching and non-teaching staff, students and parents should have an understanding of what bullying is, and how to identify it.
2. All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
3. All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
4. Bullying will be taken seriously. Students and parents should be assured that they will be supported when bullying is reported.
5. Bullying is a behavior that will not be tolerated.

### **B. Diagnosis:**

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. These signs and behaviours could indicate a whole host of other problems (i.e. learning difficulties), but bullying should be considered a possibility and should be investigated. Teachers and parents should be aware of these signs and should investigate if a child:

1. is frightened of walking to or from school
2. begs to be driven to school
3. changes their usual routine
4. is unwilling to go to school (school phobic)
5. becomes truant
6. becomes withdrawn, anxious, or lacking in confidence
7. starts stammering
8. attempts or threatens suicide or runs away
9. cries themselves to sleep at night or has nightmares
10. uses excuses to miss school (headache, stomach ache, etc.)
11. begins to suffer academically
12. comes home with clothes torn or books damaged
13. has possessions which are damaged or "lost"
14. asks for money or starts stealing money (to pay bully)
15. has unexplained cuts or bruises or shows signs of being in a fight
16. becomes aggressive, disruptive or unreasonable
17. is bullying other children or siblings
18. changes their eating habits (stops eating or over eats)
19. is unable to sleep
20. wets the bed
21. is frightened to say what's wrong
22. gives unlikely excuses for any of the above
23. is afraid to use the internet or mobile phone

24. is nervous and jumpy when a text message or email is received

### **C. Implementation**

1. The following steps may be taken when dealing with incidents:
  - a. Anyone who is aware of any type of bullying taking place at the school is expected to notify a member of the staff immediately.
  - b. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
  - c. A clear and precise account of the incident will be recorded and given to the principal.
  - d. The Principal will interview all concerned and will record the incident if deemed appropriate.
  - e. Teachers will be kept informed and if it persists the teacher will advise the Principal.
  - f. Parents will be kept informed.
  - g. Punitive measures may be used as appropriate and in consultation with all parties concerned.
  - h. If necessary and appropriate, Law Enforcement will be consulted.
2. Students who have been bullied will be supported by:
  - a. Offering an immediate opportunity to discuss the experience with a teacher or a member of staff of their choice.
  - b. Reassuring the student.
  - c. Offering continuous support.
  - d. Restoring self-esteem and confidence.
3. Students who are bullying will be supported by:
  - a. Discussing what happened.
  - b. Discovering why the student started bullying.
  - c. Understanding their behavior is inappropriate and establishing the need to change.
  - d. Penalties where appropriate.
  - e. Informing parents or guardians to help change the attitude and behaviour of the child.

### **D. Discipline:**

1. As per the discipline policy the following disciplinary steps can be taken:
  - a. Official warnings to cease offending.
  - b. Exclusion from certain areas of school premises.
  - c. Temporary expulsion.
  - d. Permanent expulsion.

### **E. Review:**

1. TCSA will frequently review this policy and assess its implementation and effectiveness.
2. The policy will be implemented throughout the school.