



THE LEARNING PLACE

ANTI-BULLYING POLICY 2022

Updated 14/01/2022

VISION

- Producing World Class Leaders with positive values for living.



MISSION

- To create a prepared environment and nurture the child's natural desire to learn.



ANTI-BULLYING INITIATIVE

TLP is a bully-free school that encourages everyone within the school community to be:

UPSTANDERS, NOT BYSTANDERS!

ANTI-BULLYING POLICY

TLP has a practice of zero tolerance to acts of bullying.

This policy applies to students and staff; within the entire jurisdiction of TLP, on school grounds, while traveling to and from school, by school bus or a school-sponsored activity, during classes, lunch period, outdoor activities, Fun-Fit-As-Tic, 'Specials', Aftercare and during school-holiday activities.

To ensure bullying does not happen in the school community or befall any child or staff whilst under TLP care, The Learning Place provides staff and students with awareness training on bullying. This covers:

- Anticipation
- Prevention
- Deterrence
- Alleviation

BULLYING IS.....

- Repeated, negative acts committed by one or more adults or children against another.
- Physical, Verbal, Passive, Active or Cyber in nature.
- Direct bullying : hitting or kicking, teasing or taunting, hitting, threatening, destruction of property or forcing someone to do something against their will
- Indirect bullying: manipulating friendships or purposely excluding others from activities, knowingly falsifying information about others and many more.

WHO BULLIES?

ANYONE CAN BULLY

A BULLY IS NOT BORN; HE OR SHE IS "MADE."

*NO ONE FACTOR IN A BULLY'S SOCIAL OR FAMILY ENVIRONMENT
TELLS THE COMPLETE STORY!*

BULLYING IS LEARNED BEHAVIOR THAT CAN BE UN-LEARNED

BETTER STILL, IT NEED NOT BE LEARNED AT ALL

“ZERO TOLERANCE” TO BULLYING

- Directresses/Directors and their Assistants as well as Facilitators would engage students in understanding this policy and make it a TLP Culture for all by using age-appropriate ways/methods/models to ensure all information contained therein is accurately transferred to students.
- No student or staff is expected to put up with or endure any form of bullying. Students or staff who bully would be violating this policy and are subject to corrective and disciplinary action up to and including expulsion

TLP ANTI-BULLYING COMMITMENT

- All students and staff members have a right to a safe and healthy school environment.
- Students and members of staff have an obligation to promote mutual respect, tolerance, and acceptance.
- Intolerance to behavior that intrudes or invades on the safety of any student or staff.
- No member of staff or/and student is permitted to intimidate, harass, or bully another staff or/and student through words or actions. Such behavior may include: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.



THE 3RS APPROACH

- Staff and students who witness acts deemed to be bullying should always be UPSTANDERS and not BYSTANDERS. They must take immediate steps, using the 3Rs when safe to do.
- React : Show signs of interest and empathise.
- Respond: Intervene when safe to do so.
- Report: TLP expects students and/or staff witnessing or experiencing bullying to immediately SPEAK OUT and report incidents of bullying to the Head of Learning (HOL) and Academic Learning Assistant (ALA)
- Such reporting will not reflect on the target or witnesses in any way.

3Rs APPROACH
REACT
RESPOND
REPORT

THE ACTION PLAN

- TLP commits to promptly investigate each complaint of bullying using the processes in the student code of conduct.
- Any student confirmed to engage in bullying will be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the ALA/HOL.
- The ALA/HOL will promptly investigate each complaint of bullying in a thorough and confidential manner. (Both parties are interviewed.)
- Action is thereafter immediately taken against the confirmed bully. (This would differ from person to person based on the magnitude and nature of the act.)
- The parents of the bully and the victim are both notified and may be invited for a meeting depending on the magnitude and nature of the act)
- The school system prohibits retaliatory behavior against any complainant or any participant in the complaint process.

ACTION PLAN: THE BULLY

- The bully is one who has been **confirmed** to have committed an act against another.
- The bully is interrogated to establish the mindset behind the act.
- The bully is made to apologise and where he or she can, write an apology letter to the victim. (This apology letter must be counter signed by the parents of the bully).
- The bully is taken in for counselling and guidance.
- Close monitoring and observation begins on the bully's behavior to ensure a repeat act does not occur .
- If a repeat act occurs, more stringent actions would be taken; including suspension and up to expulsion.



ACTION PLAN: THE VICTIM

- The victim is one against whom an offensive act has been confirmed to have been committed.
- The victim is encouraged to tell the full story.
- The victim is offered an apology by the Bully and
- The victim is reassured of the school's commitment to anti-bullying and offered counselling by the school where necessary.
- The parents of the victim are contacted by the school.
- The victim is commended for speaking out.



THE AGREEMENT

- TLP students and staff members are expected to agree to a Student /Staff Code of Conduct to be followed by every student and staff while on school grounds, or when traveling to and from school or a school-sponsored activity, and during class, outdoor play, lunch period and others.
- All staff, students and parents will receive TLP Anti Bullying policy prohibiting intimidation and bullying:, as part of the student handbook and/or information pack, as part of new student orientation, and as part of the school system's notification to parents.
- TLP will make reasonable efforts to keep a report of bullying and the results of investigation confidential.

Safety Is Our Priority

- Students can only
GO, GROW & GLOW
within a safe environment!



CREDITS

- *Combating fear and restoring safety in schools juvenile justice bulletin April 1998.*
- *The Complete Guide to Understanding, Controlling, and Stopping Bullies & Bullying: A Complete Guide for Teachers & Parents. By Margaret R. Kohut, MSW.*
- *California Department of Education .*
- *National Education Association Published: 08/13/2020.*
- *Excerpts from Emotions City.*