

A POLICY ON A HURT-FREE ENVIRONMENT

To this end, we aim to establish a community in which everybody feels valued and safe, where individual differences are appreciated, acknowledged, understood, accepted and respected. Every boy has a right to enjoy his time at school.

The school community does not tolerate violence, unkindness or harassment. Respect for others is expected.

Cordwalles aims to:

- Promote an atmosphere and ethos of warm, loving and caring concern.
- Promote in each boy respect and empathy for others.

CORDWALLES OPPOSES UNKIND AND HURTFUL BEHAVIOUR

The School

- expects a high standard of behaviour at all times
- aims to provide a safe and caring environment for all
- has a policy for detecting, preventing and dealing with hurtful behaviour and bullying
- educates boys about issues related to hurtful behaviour and bullying
- offers support to all boys through the class teacher

**MAKE OUR SCHOOL A HAPPY AND SAFE PLACE FOR ALL.
ACT TO STOP UNKIND AND HURTFUL BEHAVIOUR.**

**AT CORDWALLES PREPARATORY SCHOOL
EVERYONE HAS RIGHTS AND RESPONSIBILITIES.**

Our Rights

- to be different
- to feel safe
- to learn and grow
- to be respected
- to be valued

Our Responsibilities

- to show compassion and understanding
- to respect yourself
- to respect others
- to use common sense
- to support others

WHAT IS BULLYING?

Bullying is any repeated behaviour intended to hurt, injure, threaten or frighten another boy in such a way that the boy feels powerless to act.

Bullying is:

- Abuse of power
- Randomly applied.
- Continuous
- The bully intends to hurt and belittle the victim.

WHAT IS CONFLICT?

In conflict the participants are frustrated and unable to communicate in order to resolve an issue. Conflict happens where:

- **There is perceived equal power**
- **Participants are reactive and feel they can respond**
- **Conflict is characterised by intense episodes, with clear reasons for the conflict**

HURTFUL BEHAVIOUR

Hurtful and unkind behaviour comes in many forms, including:

- Calling hurtful names
- Being picked on
- Deliberately pinching, hitting, bumping
- Teasing
- Spreading rumours about someone
- Mocking
- Threatening
- Deliberately ignoring and avoiding
- Taking or damaging property
- “Dissing” meaning putting someone down
- Sending inappropriate messages on cell phones and through social media

WHAT TO DO IF YOU ARE BEING HURT

1. Tell the boy to stop. State quite clearly that the behaviour is unwelcome, you don't like it and it is hurting you.
2. Walk away and stay away from the boy.
3. If it continues, seek help. Talk about it to someone you trust.
4. Report it to a staff member, a Grade 7 boy or another boy.

**There is nothing so awful that we can't talk about it with someone
Evil flourishes when good men do nothing**

WHAT TO DO IF YOU KNOW SOMEONE IS BEING HURT OR IF YOU ARE A BYSTANDER

1. Care enough to do something about it, whether it affects you personally or not.
2. Early intervention can diffuse a situation before it gets out of hand.
3. Make sure the person being unkind or hurtful knows that you do not support his behaviour by:
 - walking away
 - telling him to stop
 - protecting the victim
 - report it to a member of staff, your parents, a Grade 7, or another boy

HOW STAFF DEAL WITH BULLYING **THE “NO BLAME” APPROACH**

The school will use this approach when dealing with cases of alleged bullying:

1. Interview the victim and suggest strategies to deal with the situation.
2. Arrange a meeting for all involved.
3. Explore the problem without allocating blame.
4. Share responsibility.
5. Identify solutions.
6. Let the boys take action themselves.
7. Follow up at a later stage.

It should be noted that if the perpetrator continues with this type of hurtful behaviour, more stringent sanctions will be imposed and counselling will be suggested.

TO PREVENT UNKIND AND HURTFUL BEHAVIOUR

Each boy needs to:

1. Respect himself and others.
2. Work to create a pleasant school environment for all.
3. Learn to tolerate individual differences.
4. Support the school policy on hurtful behaviour and bullying.

The school will do the following:

1. Life Skills Lessons:

During these lessons we explore feelings and how to deal with them. We look at how to combat bullying and conflict in the school setting. The course is designed to assist boys to discover more about themselves, as well as to help them deal with conflict situations.

2. Cordies Families:

In these tutor groups we explore various aspects of interaction with one another and our world.

WHAT PARENTS SHOULD TRY TO DO

- Listen to your son
- Suggest certain strategies
- Inform the school
- Let the school investigate and report back
- Allow the school to sort it out
- Support your son

ADDITIONAL THINGS PARENTS CAN DO TO PREVENT HURTFUL BEHAVIOUR

- Take an interest in your son's social life
- Encourage your son to bring friends home
- Build your son's self esteem
- Discuss ways to respond if his rights are infringed
- Act by informing the school
- Keep confidentiality
- Set an example

HELPING YOUR SON TO REGULATE HIS EMOTIONS

- Teach your son to identify what he is feeling
- Show him how to contain the feeling
- Give socially acceptable ways to deal with emotion



Cordwalles
PREPARATORY SCHOOL FOR BOYS
Your Son's Foundation For Life.