

## 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, understood, accepted and respected. Every boy has a right to enjoy his time at school.

The 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 at the school.
- Promote in each boy respect and empathy for others and the environment.

### *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 everyone
- Has a policy for detecting, preventing and dealing with hurtful behaviour and bullying
- Is educating 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 REPOSIBILITIES.**

#### *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 that he cannot do anything about it. 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 and 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 many different aspects of how we interact with one another and our world.

3. Hurtful behaviour and Bullying Survey:

A survey is carried out each year which looks into hurtful behaviour and bullying.

## **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 rights 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**