



ANTI-BULLYING POLICY

REVISED NOVEMBER 2016

At Reddford House, courtesy and respect, compassion and co-operation are clear expectations of both students and staff. Self-control and tolerance are expected to be integral to all relationships within the school.

The ***Discipline Code*** specifically states that Reddford House will not tolerate any form of discrimination regarding:

- Gender
- Disability
- Race
- Religion
- Physical appearance
- Ethnicity
- Social origin
- Sexual orientation
- Culture
- Colour

In addition, we will not tolerate any form of:

- Intimidation
- Fighting, assault or bullying
- Sexual harassment
- Cyber bullying
- Verbal abuse
- Initiation
- Abuse of staff
- Social media misconduct

Any of the above may lead to *three* demerits and/or dismissal and/or counselling intended to increase the student's awareness of respecting human rights.

Bullying occurs when an individual threatens another individual physically, verbally and/or psychologically.

This may be done in different ways:

- harassment
- teasing, defaming, name calling
- threatening actions or gestures, intimidation
- discriminating on the basis of gender, culture, religion and/or sexual orientation
- deliberately excluding people
- abusing verbally, physically or psychologically by any means or source.
- using and distributing hurtful information e.g. via multimedia/cyber bullying
- (Attention is drawn to the *Protection from Harassment Act (2013)*).

Reddford House reserves the right to take disciplinary action against any person deemed to be guilty of cyber bullying or social media misconduct.

Walk Away Policy

An individual who feels threatened by any of the above mentioned acts of physical or psychological bullying is to:

- ignore the tormentor and immediately walk away
- control his or her anger
- avoid verbal or physical retaliation

It is school policy that students are encouraged to speak out against bullying behaviour that they witness.

All instances of bullying must be reported immediately to any teacher or the Head of the School. Not reporting an incident of bullying is an offence and will result in consequences as outlined below.

An individual who has bullied/witnessed bullying and has not reported the matter -

- will meet with the Head of the School
- may be dismissed or suspended at the discretion of the Head of the School
- or
- may receive up to three demerits
- may have parents informed
- may receive appropriate intervention (and provide proof of attendance) from a suitably qualified Counsellor

Bullying is not tolerated at Reddford House