



ADDRESSING BULLYING BEHAVIOUR IN SCHOOLS STRATEGY

OCTOBER 2014



MINISTRY FOR EDUCATION AND EMPLOYMENT

ADDRESSING BULLYING BEHAVIOUR IN SCHOOLS

STRATEGY





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01



WHOLE SCHOOL APPROACH

Measure	Owner	Stakeholder	Outcome	Timeline
<p>1.1</p> <p>Each school draws up its own anti-bullying guidelines based on the parameters presented in this document as well as on the school's individual needs.</p>	<p>College Principal</p> <p>Head of School</p>	<p>Head of School</p> <p>Assistant Head/s</p> <p>College Prefect of Discipline</p> <p>School Council</p> <p>Guidance Teachers</p> <p>Anti-bullying Team Member</p> <p>Student Council</p>	<p>1.1.1</p> <p>Guidelines to address bullying in school according to the school's individual needs developed by all the stake holders.</p>	<p>Draft guidelines to be drawn up and discussed with all stakeholders including parents and students by the end of December 2014.</p> <p>Guidelines to be finalised by end of February 2015.</p>

Measure	Owner	Stakeholder	Outcome	Timeline
1.2 Head of School identifies a key member of staff to assume responsibility for dealing with bullying incidents and co-ordinating all school measures addressing bullying behaviour and its prevention.	Head of School	Designated member of Staff Guidance teacher/s PSCD teacher/s Anti-Bullying Team Member	1.2.1 An accessible and user-friendly Incident Reporting System is set up and its implementation.	December 2014
			1.2.2 All school support staff, parents and students are aware of guidelines and Incident Reporting System.	February 2015
			1.2.3 Transparent procedures are in place to address bullying behaviour by all stakeholders.	December 2014
			1.2.4 Inform stakeholders.	November 2015
			1.2.5 Networked college based support systems.	Scholastic year 2014-2015

Measure	Owner	Stakeholder	Outcome	Timeline
1.3 Head of school and designate member of staff are to meet regularly.	Head of School	Designate member of staff	1.3.1 Head of School and designated member of staff are well informed of the bullying situation in the school.	Scholastic year 2014-2015
			1.3.2 Timely and accurate decisions about bullying incidents are taken.	Scholastic year 2014-2015

Measure	Owner	Stakeholder	Outcome	Timeline
1.4 Curriculum content to ensure equity through enabling a more just, respectful, knowledgeable, inclusive and empathic attitude towards others and challenge students' beliefs about what is and what is not acceptable behaviour.	College Principal Head of School	Head of School Assistant Head/s Education Officers Head/s of Department Teachers LSAs Guidance Teacher/s Anti-bullying Team Member	1.4.1 Student are exposed to knowledge, skills, attitudes and behaviours needed to function properly within the school community and beyond.	Scholastic year 2014-2015
			1.4.2 Students become aware of their value system and learn to respect others.	Scholastic year 2014-2015
			1.4.3 Students are empowered to be able to stand up for their value systems assertively.	Scholastic year 2014-2015

Measure	Owner	Stakeholder	Outcome	Timeline
1.5 Adequate provision of resources allocated.	Head of School Designated member of staff	Teachers LSAs	1.5.1 Teachers engage in and become more effective agents of change.	Scholastic year 2014-2015
			1.5.2 Students develop critical thinking and have positive values.	Scholastic year 2014-2015

Measure	Owner	Stakeholder	Outcome	Timeline
1.6 Adequate training opportunities.	Director General Educational Services College Principal Head of School	Teachers LSAs	1.6.1 Teachers and LSAs are equipped with the critical knowledge, skills, sensitivity, and behaviours that support and empower all students to learn, to achieve success and to participate effectively in the school community and beyond.	Scholastic year 2014-2015

Measure	Owner	Stakeholder	Outcome	Timeline
1.7 Develop a prevention programme at a school level which ensures that vulnerable categories of students are provided with a safe and secure environment and are respected as all other students	College Principal Service Manager, Education Psycho-social Services Head of School Designated member of staff Anti-Bullying Team Member	All school Community	1.7.1 Awareness amongst school the community regarding what constitutes bullying.	Scholastic year 2014-2015
			1.7.2 Awareness regarding Zero Tolerance to all forms of bullying.	Scholastic year 2014-2015
			1.7.3 Awareness regarding the legal implications of bullying.	Scholastic year 2014-2015
			1.7.4 Students are skilled in coping strategies to stand up to bullying.	Scholastic year 2014-2015
			1.7.5 Awareness of Services available to support victim and perpetrator.	Scholastic year 2014-2015

Measure	Owner	Stakeholder	Outcome	Timeline
1.8 Schools are to ensure a safe and secure school environment.	Head of School Designated Member of Staff	Teachers LSAs	1.8.1 Provision of proactive supervision in common areas within the school.	Scholastic year 2014-2015
			1.8.2 Supervised recess and structured activities leading to reduction of bullying behaviour.	Scholastic year 2014-2015

Measure	Owner	Stakeholder	Outcome	Timeline
1.9 Restorative practices are to be applied at a school level.	College Principal Head of School Designated Member of Staff	SMT School Support Staff Parents Students	1.9.1 Students develop responsibility, accountability, empathy, social skills and respect for others.	Scholastic year 2014-2015
			1.9.2 Students are happier and manifest improved behaviour.	Scholastic year 2014-2015
			1.9.3 School environment becomes a safe and secure environment, leading to improvement in student's attendance and attainment.	Scholastic year 2014-2015
			1.9.4 Students are able to show remorse and change unacceptable behaviours to ones that are celebrated by the school community.	Scholastic year 2014-2015

Measure	Owner	Stakeholder	Outcome	Timeline
1.10 Develop effective school-community partnerships with the school so as to enable representation and active participation from diverse communities and ensure the inclusion of the perspectives, experiences, and needs of minority groups to enhance educational opportunities for all.	Head of School Designated Member of Staff	Local Council Business Community General Community NGO Parents Students School Support Staff Anti-Bullying Team	1.10.1 Networked and supportive Community.	Scholastic year 2014-2015
			1.10.2 Students develop a sense of social responsibility.	Scholastic year 2014-2015
			1.10.3 Awareness raising to Zero tolerance to bullying.	Scholastic year 2014-2015
			1.10.4 Consistent message given of Zero Tolerance to bullying.	Scholastic year 2014-2015
			1.10.5 Students become aware of clubs activities they can attend after school hours.	Scholastic year 2014-2015

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PARENTS

Measure	Owner	Stakeholder	Outcome	Timeline
2.1 To develop close partnership between parents and the school in order to identify undesirable behaviour noticed in children under their care.	Head of School Designated Staff Member Parents	School Support Staff Students Parents	2.1.1 Engaged parents.	Scholastic year 2014-2015
			2.1.2 Early identification of potential bullying incidents.	Scholastic year 2014-2015
			2.1.3 Immediate reporting to the school administration.	Scholastic year 2014-2015

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STUDENTS

Measure	Owner	Stakeholder	Outcome	Timeline
3.1 Students' Council consulted and involved in the development of guidelines and actions related to addressing bullying in school.	Designated Member of Staff	Students' Council Students	3.1.1 Students acknowledged as a major stakeholder	Scholastic year 2014-2015
			3.1.2 Guidelines and actions reflect students' needs.	Scholastic year 2014-2015
			3.1.3 Engaged students.	Scholastic year 2014-2015

Measure	Owner	Stakeholder	Outcome	Timeline
3.2 Student Council to be empowered to act as role-model to Zero Tolerance to bullying.	Designated Member of Staff	Students' Council	3.2.1 Behaviour of Council Members promotes respect for all.	Scholastic year 2014-2015
Measure	Owner	Stakeholder	Outcome	Timeline
3.3 The promote of mutual respect through the organization of school-based activities.	Designated Member of Staff	Students' Council	3.3.1 Reflection of respect for all in school based activities.	Scholastic year 2014-2015

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OVERALL RESPONSIBILITY

Measure	Owner	Stakeholder	Outcome	Timeline
4.1 Responsibility	Director General, Education Services	Service Manager, Education Psycho-Social Services Principal Head of School	4.1.1 Every stakeholder understands their role and responsibility towards Zero Tolerance to Bullying.	Scholastic year 2014-2015
			4.1.2 Safe and secure schools.	Scholastic year 2014-2015



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