

# CAMPBELL HALL SCHOOL FOR GIRLS

## Student Handbook Policy: Bullying Prevention and Intervention

### Purpose

Our educational institution is committed to providing a safe and inclusive learning environment for all students. Bullying, in any form, is not tolerated within our school community and will be addressed promptly and effectively. This policy outlines our commitment to preventing and responding to bullying incidents to ensure the well-being and academic success of every student. This policy outlines the expectations, procedures, and consequences related to bullying incidents.

### Definition of Bullying

Bullying refers to any unwanted aggressive behavior, repeated over time, that involves an imbalance of power. It may occur in various forms, including physical, verbal, relational, or cyberbullying. Bullying behaviors may cause harm, distress, or create a hostile environment for the victim.

### Types of Bullying

**Physical Bullying:** Includes hitting, pushing, tripping, or any other form of physical aggression.

**Verbal Bullying:** Involves name-calling, teasing, insulting, or using offensive language.

**Relational Bullying:** Entails spreading rumors, social exclusion, or manipulating relationships to harm others.

**Cyberbullying:** Occurs through electronic devices, such as social media, messaging apps, or email, with the purpose of intimidating or harming the target.

## Expectations and Responsibilities

### Students

- Treat others with respect, kindness, and empathy.
- Refrain from engaging in any form of bullying.
- Report bullying incidents promptly to a trusted adult or school staff member.
- Cooperate with investigations and provide accurate information when reporting bullying.

### School Staff

- Foster a safe and inclusive learning environment.
- Respond promptly and appropriately to reports of bullying.
- Conduct thorough investigations into reported incidents.
- Implement preventative measures and interventions to address bullying.
- Provide support to victims of bullying and guidance to those engaging in bullying behaviors.
- Keep records of reported incidents, interventions, and follow-up actions.

## **Reporting and Investigation Procedures**

### **Reporting**

- Students, parents, or staff members should report bullying incidents to a teacher, counselor, administrator, or any designated staff member.
- Anonymous reporting mechanisms, such as online reporting forms or suggestion boxes, should be available to encourage reporting.

### **Investigation**

- The school will conduct a prompt and thorough investigation of all reported bullying incidents.
- Investigations will involve interviews with involved parties, witnesses, and the collection of any available evidence.
- Confidentiality will be maintained to the extent possible during the investigation process.

## **Intervention and Support**

### **Victim Support**

- Victims of bullying will be provided with emotional support and guidance from school staff.
- Individualized safety plans may be developed to protect the victim from further harm.
- Referrals to appropriate counseling or support services will be made as needed.

### **Intervention for Bullies**

- Students engaging in bullying behaviors will be subject to appropriate disciplinary action, in line with school policies and procedures.
- Interventions may include counseling, education, restorative practices, or other disciplinary measures aimed at addressing the behavior and preventing future incidents.
- Continued monitoring and follow-up will occur to ensure behavior changes and prevent recurrences.

### **Consequences**

- The consequences for engaging in bullying behaviors will depend on the severity and frequency of the incidents, and may include but are not limited to:
- Verbal warnings
- Parental involvement and conferences
- Loss of privileges
- In-school suspension
- Out-of-school suspension
- Referral to law enforcement, if warranted by applicable laws

### **Confidentiality**

The school will maintain confidentiality to the extent possible during the investigation and resolution process while ensuring the safety and well-being of all involved parties.

### **Review and Updates**

This policy will be regularly reviewed and updated to reflect current best practices and legal requirements regarding bullying prevention and intervention. Students, parents, and staff will be notified of any revisions to the policy.

\*By adhering to this policy, we aim to create a supportive and inclusive school community where all students can thrive and reach their full potential.