

# Weddington Elementary Anti-Bullying Plan 2021-2022

## **Statement of Purpose**

Everyone at Weddington Elementary is committed to making our school a safe and caring place for all students. We recognize the importance of promoting respectful relationships within our school community and are committed to providing a nurturing environment in which all students and staff are treated fairly and with respect. We refuse to tolerate bullying of any kind at our school.

## **Policy Statement (UCPS BOE Policy 4-7)**

The Board believes that all employees and students should be free of unlawful discrimination, including harassment and bullying, as a part of a safe, orderly and inviting working and learning environment. It commits itself to non-discrimination in all its educational and employment activities. The Board expressly prohibits unlawful discrimination, harassment, or bullying however motivated, directed toward any person or group, including, but not limited acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

## **Definition of Bullying Behavior**

**UCPS Definition (BOE Policy 4-7):** Bullying behavior is defined as any pattern of gestures, or written, electronic, or verbal communications, or any physical act or any threatening communication that:

1. Places a student in actual and reasonable fear of harm to his/her person or damage to his/her property; or
2. Creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities, or benefits.

**Student Definition:** Bullying is done on purpose and usually happens more than one time. Bullying is when someone does not treat another person with respect and hurts them physically or emotionally.

**Cyber-Bullying:** Cyber-bullying is when a child, preteen or teen is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another child, preteen or teen using the Internet, interactive and digital technologies or mobile phones. It has to have a minor on both sides, or at least have been instigated by a minor against another minor. Cyber-bullying is usually not a one-time communication, unless it involves a death threat or a credible threat of serious bodily harm.

### **Examples of Bullying Behaviors:**

Bullying may include, but is not limited to, cyber bullying, verbal taunts, name-calling and put-downs, extortion of money or possessions, implied or stated threats and may be directed at the same or different individuals. This rule includes hate-motivated behavior (including injuring or intimidating due to the victim's race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation or mental, physical, developmental, or sensory disability). (Code of Student Conduct 4-3)

## **Managing Bullying**

### **Student Bullying Prevention Strategies:**

- Treat everyone with respect and kindness
- Include others
- Refuse to bully others or let others be bullied
- Report bullying to a staff member when you see it

### **Staff Bullying Prevention Strategies:**

- Watch and listen carefully for bullying, especially at recess. Stop bullying when you see it!
- Spread out at recess and stay on watch. Teachers should move around so that they can see all areas of the playground.
- Have class discussions about respect and how to treat others.
- Make sure your students know the school's bully policy
- Pay attention when students say that they are being bullied
- Follow the school's policy and give consequences each time you see or find out that bullying really happened!

### **Anti-Bullying Training and Information for Staff:**

- Staff members will be trained early each school year on current bullying research and the school anti-bullying policy. The training will include ways to recognize and prevent bullying and appropriate responses to all bullying reports.

### **Anti-Bullying Training and Information for Students:**

- Each classroom teacher is responsible for classroom discussions with students about the school anti-bullying policy and the importance of showing respect to everyone in an effort to prevent bullying.

## **Reporting Procedures for Staff and Students**

### **Students:**

Students are instructed to report bullying behaviors to their teacher or any staff member/adult right away. They are able to report verbally or in written form and may choose to remain anonymous. Students are taught the importance of reporting dangerous/hurtful behaviors immediately so that the proper course of action can be followed to address any bullying.

### **Staff:**

Staff members are responsible for monitoring student behavior at all times and are responsible for investigating and addressing bullying behavior immediately when it is observed/when they become aware of it. Teachers will inform the counselor and/or administrators immediately when they are aware of a bullying incident so that the situation can be investigated, and if needed, consequences can be determined as outlined in the bullying policy.

### **Parents/visitors/volunteers/community members:**

All visitors to our school campus are encouraged to report verbally or in written form to a staff member any bullying behaviors they observe. Staff members will inform the counselor and/or administrators immediately when they are aware of the bullying incident so that the situation can be investigated, and if needed, consequences can be determined as outline in the bullying policy.

## **Consequences and Appropriate Remedial Actions for Acts of Harassment, Intimidation, or Bullying**

For each incident, the developmental and maturity levels of the parties involved, levels of harm, the reasons surrounding the incident, the nature of the behaviors, the context in which the alleged

incidents occurred, and past history of the parties involved will be considered when providing consequences.

In accordance with the Elementary School Student Handbook, general consequences for bullying at Weddington Elementary are outlined below.

1<sup>st</sup> Offense: 0-3 days of suspension at the discretion of the principal

2<sup>nd</sup> Offense: 3-5 days of suspension

3<sup>rd</sup> Offense: 5-10 days of suspension

We recognize the importance of providing support to prevent future bullying behavior. Therefore, for each offense, the student will receive additional actions at the discretion of the teacher, administration, counselor, and/or other school staff. These potential actions include:

- Parent phone call or email
- Parent conference
- Meeting with the school counselor
- Student reflection about the incident, impact on other students, and how to prevent future problems

### **Monitoring and Evaluating**

All reports of bullying are shared between administration and the school counselor so that the school counselor can assist in monitoring the nature and extent of bullying in our school.

Administration will review bullying data to look for patterns at specific locations within our school (such as recess or bathrooms), in classrooms, or with individual students so that we can put supports in place to address these needs. Any indicator of an increase in bullying behaviors will necessitate conversation among school staff to thoroughly review our current plan and consider changes.