



“Bullying is Bad” “Respect is Best” Strategies

For Elementary School Staff Members

The following strategies are being provided to you by the Orange Unified School District's Office of Child Welfare and Attendance. The majority of the information is from “Bullying On Line” www.bullying.co.uk/. This document is proactive, not reactive! Visit CWA's Website at www.orangeusd.k12.ca.us or call (714) 628-4060.



BULLYING can be defined as words or physical contact where a student is mistreated repeatedly on the part of one or more other students. Some examples are: (1) Name calling, put-downs, cruel teasing; (2) Saying or writing nasty things about other students; (3) Deliberately excluding other students from activities; (4) Not talking to certain students to be mean; (5) Intimidation; (6) Threatening other students; (7) Taking or damaging other student's things; (8) Hitting or kicking them; or (9) Making other students do things they don't want to do.

Always Remind Your Students:

1. The Golden Rule: Do unto others as you would have them do unto you.
2. That life is like lining up dominoes to flip, the straighter the better! It will take you a long way!
3. To have enough “Tools in their tool boxes to handle situations”!
4. To respect the “Rights” of others, while they are preparing for “Their own future”.
5. To do the right thing for, their friends, their teachers, their parents, and their school making others proud of them!

Bullying is Bad-Respect is Best Strategies for Staff Members:

- Schools can intervene effectively to reduce bullying by developing a safe and supportive school climate.
- Increase awareness and involvement on the part of adults, with regard to bully-victim problems.
- Conduct a school survey on “Bullying”.
- Initiate programs targeting bully/victim problems.
- Maintain effective supervision during recess and lunch hour by adults. Check procedures to focus specifically on campus areas where students are most likely to be victimized.
- Consistent and immediate consequences for aggressive behavior.
- Generous praise for pro-social and helpful behaviors by students.
- Put in place & enforce class rules against bullying.
- Hold class meetings about bullying.
- Hold serious individual talks with bullies & with victims.
- Hold serious talks with the parents of bullies and victims.

- Place on the agenda of the school parent-teacher organization the topic of bullying.
- Develop a curriculum which promotes communication, friendship, and assertive skills.
- Improve communication among school administrators, teachers, parents and students
- Listen respectfully to bullying concerns raised by students, parents, and school staff.
- Avoid sex-role stereotyping
- Enlist classmates to help alleviate the plight of victims and include them in group activities.
- Intervene immediately and stop the bullying behavior as soon as it occurs.
- Talk to the bully, and talk to the victim, separately. If more than one child is involved in perpetrating the bullying, talk to each of the perpetrators separately, in quick succession.
- If a peer mediation program is in place, be very careful in referring cases where there is bullying, as the power imbalance will likely make this a very intimidating situation for the victim. The victim's communication and assertiveness skills may be very low, and will be further eroded by the fear resulting from past intimidation and fear of future retaliation. Your may wish to exclude such cases from peer mediation.
- Consult with administrator and other teachers, as well as staff, to get a wider reading on the problem, and to alert them to the problem.
- Expect that perpetrators will minimize and deny their actions and responsibility. Refer to school and class codes of conduct in telling the bully why their behavior was unacceptable. Tell them what behavior you do expect of them. Inform bullies of the sanctions which will be imposed, that their parents will be involved and police contacted.
- Reassure the victim that all possible steps will be taken to prevent a recurrence.
- Inform the parents of the bully and of the victim as soon as possible. A quick call to the home the same day is preferable,

- followed by an appointment at school for the parents, if it is deemed necessary. Better results are obtained when parents are involved early in a bullying situation, before behavior patterns are entrenched and extremely serious.
- Involve parents in designing a creative plan of action, whenever possible.
- For victims, involving them in groups and situations where they can make appropriate friends and develop their social skills and confidence is important. An example of this is a peer support group, new student orientation group, a co-operative learning group in class, or a special activity group or club. Parents can also arrange for these kinds of opportunities outside of school. The goals should be to develop the child's peer support network, social and other skills and confidence. Specific instruction in assertiveness skills may also be helpful.
- For the bullies, specific re-education, as to their behavior, is important, in addition to sanctions, such as removal of privileges, detention, etc. Some schools have had good success with in-school detention situations where aggressive students must complete social skill modules designed to reduce aggressive behavior and develop empathy for others.
- Follow up in communicating with parents and with other teachers and administrators about the situation, until it is clearly resolved.
- Monitor the behavior of the bully and the safety of the victim on a school-wide basis.
- If the bullies will not change their behavior, despite concerted efforts by school personnel, they, and not the victim, should be the ones who are removed from the class or school, or transferred to another program. Consequences for the perpetrators will be of considerable interest to all students, and will set the tone for future situations.

THE ABSENT CHAIR SPEAKS LOUDLY.



“Bullying is Bad” “Respect is Best” Strategies

For Elementary School Parents

The following strategies are being provided to you by the Orange Unified School District's Office of Child Welfare and Attendance. The majority of the information is from “Bullying On Line” www.bullying.co.uk/. This document is proactive, not reactive! Visit CWA's Website at www.orangeusd.k12.ca.us or call (714) 628-4060.

BULLYING can be defined as words or physical contact where a student is mistreated repeatedly on the part of one or more other students.

Some examples are: (1) Name calling, put-downs, cruel teasing; (2) Saying or writing nasty things about other students; (3) Deliberately excluding other students from activities; (4) Not talking to certain students to be mean; (5) Intimidation; (6) Threatening other students; (7) Taking or damaging other student's things; (8) Hitting or kicking them; or (9) Making other students do things they don't want to do.

Bullying is Bad – Respect is Best Strategies for Parents:

Be Realistic! Bullying goes on in every school. It's the way it's dealt with which makes the difference between life being tolerable or a misery. Bullies are very cunning and are expert at getting away with it.

Finding out that your child is being bullied is a stressful and distressing experience. It's natural for a parent to feel anger, confusion and guilt. Some children are good at hiding their feelings and you may be the last to know that a problem exists.

Keep your eyes and ears open for: coming home with cuts and bruises; torn clothes; asking for stolen possessions to be replaced; 'losing' dinner money; falling out with previously good friends; being moody and bad tempered; Being quiet and withdrawn; wanting to avoid leaving the house; aggression with brothers and sisters; doing less well at schoolwork; insomnia; & anxiety

One of the worst thing to do is to over-react and storm into school demanding action. Don't forget that if you didn't know your child was being bullied then the school may not have realized it either.

Contact you child's teacher and explain your worries in a friendly non-confrontational way. Ask how your child is getting on with others in class and raise any issues of conflict with other children.

Ask if the teacher has noticed that your child seems unhappy and isolated and is being excluded from games in the playground or regularly not having a partner to work with in class.

FOR PARENTS OF BULLIES

Take the problem seriously.

Talk to your child, talk to his or her teachers and administrators. Keep in mind that a bully will try to deny or minimize his or her wrong-doing. Make it clear to your child that you will not tolerate this kind of behavior, and discuss with your child the negative impact bullying has on the victims. Do not accept explanations that "it was all in fun."

Arrange for an effective, non-violent consequence, which is in proportion with the severity of your child's actions, and his or her age and stage of development. Corporal punishment carries the message that "might is right" and you will be reported to Child Abuse Registry. Increase your supervision of your child's activities and whereabouts, and know who they are associating with. Spend time with your child, and set reasonable rules for their activities and curfews.

Co-operate with the school in modifying your child's aggressive behavior. Frequent communication with teachers and/or administrators is important to find out how your child is doing in changing his or her behavior.

Praise the efforts your child makes toward non-violent and responsible behavior, as well as for following home and school rules. Keep praising any efforts the child makes. If your child is viewing violent television shows, including cartoons, and is playing violent video games, this will increase violent and aggressive behavior. Change family and child's viewing and play patterns to non-violent ones. Make sure that your child is not seeing violence between members of his or her family. Modeling of aggressive behavior at home can lead to violence by the child against others at school and in later life. Seek help and support the efforts of local law enforcement.



“Bullying is Bad” “Respect is Best” Strategies For Elementary School Students

The following strategies are being provided to you by the Orange Unified School District's Office of Child Welfare and Attendance. The majority of the information is from “Bullying On Line”



www.bullying.co.uk/. This document is proactive, not reactive! Visit CWA's Website at www.orangeusd.k12.ca.us.

BULLYING can be defined as words or physical contact where a student is mistreated repeatedly on the part of one or more other students.

Some examples are: (1) Name calling, put-downs, cruel teasing; (2) Saying or writing nasty things about other students; (3) Deliberately excluding other students from activities; (4) Not talking to certain students to be mean; (5) Intimidation; (6) Threatening other students; (7) Taking or damaging other student's things; (8) Hitting or kicking them; or (9) Making other students do things they don't want to do.

Always Remember

1. **The Golden Rule: Do unto others as you would have them do unto you.**
2. **Remember that life is like lining up dominoes to flip, the straighter the better! It will take you a long way!**
3. **Have enough “Tools in your tool box”!**
4. **Respect the “Rights” of others, while you prepare for “Your Own Future”.**
5. **Do the right thing for you, your friends, your teachers, your parents, and your school! Make others proud of you!**

Bullying is Bad Respect is Best Strategies:

If you are being bullied, tell a friend, tell a teacher and tell your parents. It won't stop unless you do.

Don't hide what is happening from the adults you trust. There is nothing wrong with asking for help when you are in trouble.

Never ever use retaliation as a tool in your tool box. Two wrongs will never make a right and you may be facing a stiffer consequence than the actual bully. Always remember right from wrong and never confuse the two!

If you are hurt at school, tell the teacher or supervisor immediately.

If you see anyone else being bullied at your school, discreetly tell someone about it (parent, teacher, secretary, friend, friend's parent).

Being bullied can make you feel very lonely and you might think you haven't got any friends. Keep your eyes open. If you see someone else, who is on their own, try to start a conversation, about anything, schoolwork, anything at all!

To have friends you also need to be a friend and you can do that by trying to be open and friendly with people. Sooner or later you'll find a genuine friend who likes you for yourself.

Body language tells us a lot about other people. If you're trying not to be noticed and looking at the ground a lot while darting into school it can make you more noticeable. You look defensive and vulnerable. If you step out boldly you send out a quite different message of confidence, as though you're the sort of person who might answer back if the bully tries a smart remark. You may not be very confident but you'll certainly look it.

Try to stay in safe areas of the school at break and lunchtime where there are plenty of other people. Bullies don't like witnesses. Don't go into areas where bullies normally congregate. If involved in an activity, do not be one of the last to leave. Enter, remain around, and exit with other students attending the same event.

If people are making nasty remarks about you, it may be because they are jealous. One way of dealing with remarks is simply to say ...yeah, whatever, each time so that you show them that it isn't having the effect of upsetting you in the way they think. Avoid eye contact.

Keep in mind, if there's a ringleader then it's possible that other people who used to be your friends probably still like you, but they could be worried that if they go around with you they'll get bullied in the same way.

If you have to walk to school and you're afraid, then vary your route, try to leave home and school a bit later or a bit earlier, or see if you can walk with other people who live near you, even if they're older or younger. If you ride a bus, sit in the front of the bus!

Be careful when giving out your address, telephone number, or email address. Ask your parents!

Sometimes when you're very unhappy, you might want to stay at home to avoid the bullying. Every day you go in to school is a triumph over the bullies because by being there you're showing them that you have every right to be there and that their behavior hasn't upset you as they'd hoped.

Think in advance of possible situations. Think of words that you can say to minimize and diffuse the situation!

REMEMBER TO ALWAYS TELL SOMEONE!

