

SCHOOL DISTRICT OF BAYFIELD
INTERVENTIONS TO STOP BULLYING

When you see or hear bullying at school:

- Immediately stop the bullying – If the bullying is being done in person, Stand between the child(ren) who bullied and those who were bullied, preferable blocking eye contact between them. Don't send any students away – especially bystander(s). Don't immediately ask about or discuss the reason for the bullying or try to sort out the facts.
- Refer to the bullying behavior and to the relevant school policies/rules against bullying. Use a matter-of-fact tone to state what behaviors you saw/heard. Let students know that bullying is unacceptable and against school policies/rules.
- Support the bullied child in a way that allows him/her to regain self-control, to "save face", and to feel supported and safe from retaliation. Make a point to see the child later in private if he/she is upset, but don't ask what happened at the time of the incident. It can be very uncomfortable to be questioned in front of other students.
- Include the bystanders in the conversation and give them guidance about how they might appropriately intervene or get help next time. Don't put bystanders on the spot to explain publicly what they observed. Use a calm, matter-of-fact supportive tone of voice to let them know that you noticed their inaction or that you are pleased with the way they tried to help – even if they weren't successful. Encourage them to take a more active or role if they see bullying happening again.
- If appropriate, impose immediate consequences for students who bully others. Do not require students to apologize or make amends during the heat-of-the-moment. All consequences should be logical and connected to the offense.
- Do not require the students to meet and "work things out". Unlike conflicts, bullying involves a power imbalance which means this strategy will not work. Trying to find a way to "work things out" can re-traumatize the student who was bullied and does not generally improve relationships between parties. Instead, encourage the student who bullied to make amends in a way (after follow-up with an adult) that would be meaningful for the child who was bullied.

It is important to provide follow-up interventions, as needed, for the students who were bullied and for those who bullied. Bullied students need to process the circumstances of the bullying, vent their feelings about it, and get support. Students who bully may need help recognizing their behavior, taking responsibility for their behavior, developing empathy and perspective-taking abilities, and finding ways to make amends. They also need help to learn how to use power in socially appropriate ways.

Cross Reference: 412 – Prohibition of Harassment, Intimidation and Bullying

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