

OLR definition of Bullying and Conflict in Relationships

Definition of Bullying

Bullying is defined in regard to Section 45(8) of the School Act as “repeated and hostile or demeaning behavior by a student where the behavior is intended by the student to cause harm, fear or distress to another individual in the school community, including psychological harm or harm to the individual’s reputation. Bully often occurs in circumstances where one party endeavors to maintain power and control over another based upon systemic inequalities within a social setting.”

Bullying is NEVER tolerated at École Our Lady of the Rosary School, all situations will result in the highest consequence, suspension. Thankfully, with our school population of 3-8 year olds, the negative behaviors observed are most often due to **conflict in relationship** (listed below).

Definition of Conflict in Relationship

Conflict in Relationship occurs through “single episodic acts of breakdowns in relationship between students. Conflict is an Inevitable component of students learning to grow within social relationships. Disagreement and misunderstanding between parties is at the heart of conflict. However, conflict does not constitute premeditated efforts to cause harm, fear or distress.” (Administrative procedure No. 103)

When a **conflict** occurs at OLR we ensure that our focus is on three important factors.

1. Accountability and learning of socially appropriate behaviors

Example: Edward refuses today to play with Sally in his class. This is a conflict, not a bullying behavior. It is in fact very unkind, therefore we teach Edward the social skill of including others or as Jesus would say “Do unto others as you would have done to you.” We would also take the opportunity to teach Sally some resiliency skills.

2. Consequences

- Depending on the situation and the frequency, all consequences will vary and are developmentally appropriate.

Example: Loss of recess, time out, loss of a privilege, meeting with teacher, meeting with principal, meeting with counselor, phone call to parent/guardian. If behaviors continue after interventions, the student will be working in the office for part of the day, parents will be phoned to set up a meeting and the division behavior specialist will be contracted.

3. Reconciliation

Students are expected and encouraged to take responsibility for their poor choices by apologizing and working toward changing their behavior toward others. Reconciliation is THE biggest part of conflict resolution at OLR. Please remember that we are teaching 3-8 year olds social skills and that all situations are new learning experiences.

*** If your child is experiencing any issues at school your best course of action is to contact the classroom teacher as soon as possible. We are here to help!**