



# Open minds campus

Reviewed annually

A community of self-directed learners

153/1 Crocus Road

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## Respectful Behaviour Policy

Gauteng 1684

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## 1. PURPOSE

We commit ourselves in our mission statement to the provision of a safe and supportive environment where the self-worth and dignity of the individual and the rights of others is promoted and developed by all. Our community should be characterised by understanding, forgiveness, justice, and mercy. Disrespectful behaviour infringes upon a person's self-worth and dignity and are major obstacles to achieving our mission.

## 2. GUIDELINES

### 2.1 We aim to:

- Foster a high level of social competence
- Promote an ability to solve problems
- Promote resilience
- Foster a sense of community

2.2 Open Minds Campus recognises the need for a whole school approach; engaging with staff, students, and parents/guardians.

### 2.3 Definition

Disrespectful behaviours manifest in psychological, physical, or social harassment of one person over another. They involve a perceived imbalance of power and are repeated over time. The following table outlines some examples of disrespectful behaviours.

Physical	<ul style="list-style-type: none"><li>• Fighting</li><li>• Pushing</li><li>• Shoving</li><li>• Invading personal space</li></ul>
Social - verbal	<ul style="list-style-type: none"><li>• Name calling</li><li>• Using offensive language</li><li>• Putting people down</li><li>• Spreading gossip and rumour</li><li>• Picking on people because of their race, gender, creed or personal characteristics</li></ul>
Social - psychological	<ul style="list-style-type: none"><li>• Using stand over tactics</li><li>• Practising extortion</li><li>• Picking on others</li><li>• Repeatedly excluding others</li><li>• Focusing on individual</li></ul>

	<p>differences or preferences</p> <ul style="list-style-type: none"> <li>• Deliberately damaging personal property</li> <li>• Throwing objects</li> <li>• Stealing</li> </ul>
Sexual	<ul style="list-style-type: none"> <li>• Brushing up against another in a sexual manner</li> <li>• Making sexual jokes</li> <li>• Producing offensive drawings or graffiti</li> <li>• Writing about someone's morals in a derogatory way</li> <li>• Asking inappropriate questions about someone's private life</li> <li>• Commenting on someone's physical appearance in a hurtful manner</li> </ul>
Cyber [using internet / mobile phone]	<ul style="list-style-type: none"> <li>• Making threats</li> <li>• Spreading gossip/rumour</li> <li>• Putting people down</li> <li>• Pranking</li> <li>• Using offensive language</li> <li>• Posting pictures without permission</li> </ul>

2.4 The campus will adopt a four-phase approach developing and delivering strategies for:

- primary prevention
- early intervention
- intervention
- postvention

### 3. BASIS FOR DISCRETION

If there is any legal action pending, this policy will not be operational.

### 4. PROCEDURES FOR IMPLEMENTATION

#### 4.1 Information Dissemination

Parents/guardians, teachers and students will be aware of the school's position on disrespectful behaviour, bullying, discrimination and harassment.

The school will adopt a four-phase approach –

#### 4.2 Primary prevention

- Development for staff relating to bullying, discrimination and harassment and the strategies that counteract them.
- Provision of programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Regular administration of bullying survey and grounds survey.
- Clarification by facilitators of the school policy on disrespectful behaviour at the start of each year.
- Promotion by whole school community of philosophy of intolerance of disrespectful behaviour.

#### 4.3 Early intervention

- Remind students to report incidents.
- Encourage parents to contact the school if aware of a problem.

#### 4.4 Intervention

- Once identified, all involved in the bullying incident will be interviewed by the facilitator.
- All incidents or allegations of bullying, discrimination or harassment will be fully investigated and documented.
- If bullying, discrimination, or harassment is ongoing or severe, Principal will become involved, and parents/guardians will be contacted.
- Consequences may include removal from class, removal from grounds or specified areas, school suspension or expulsion.
- Those involved will be offered counselling by school counsellor.

#### 4.5 Postvention

There will be:

- Ongoing monitoring of those involved in disrespectful behaviours.
- Ongoing liaison with families.