
BULLYING INTERVENTION PLAN

CEIP LA GAVIOTA



EUROPEAN PROJECT
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“I am not a target”

**COURSE
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PLAN OF INTERVENTION AGAINST BULLYING AT SCHOOL

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1. JUSTIFICATION

According to the tendencies, bullying can affect 1,750,000 students in Spain in the coming years, since, as some studies indicate, 1 by 4 students may be suffering from this situation. School bullying can be found every day and begins to be disturbing, causing great concern for their family, social and personal implications.

The C.E.I.P la Gaviota is located in the city of Torrejón de Ardoz, near Madrid. It is a center of preferential schooling of students TEA (Autism) with 662 students from 3 to 12 years old and 43 teachers, a fairly high ratio of foreign students, almost 40% of students by 30 different nationalities.

The socio-economical level of families is low and many of them have only basic studies.

One of the main objectives of the school is to work on the Development of strategies for prevention and peaceful resolution of conflicts and of the general improvement of the coexistence in the center. We are carrying some national projects covered by the Spanish Ministry of Education on tolerance and democracy and our teachers are involved in the course of bullying prevention, based on the Document of Support for the elaboration and revision of the Plan of Coexistence in the educative centers, other participating in training events through the E-twinning platform related to these topics: Learning Events 2017: Values-based education in daily teaching and Cyberbullying: when the virtual threat becomes real. We participate in a project of the Community of Madrid called "Plan, Director" where the police and the school center hold workshops and talks on issues related to bullying, drugs, alcohol, violence, intolerance, racism and the dangers of the internet.

Likewise, in the school there is a group of "Coexistence" formed by the management team, some teachers and parents representing the students who are responsible for resolving certain serious conflicts that may arise in the school and put the appropriate sanction.

Our participation in an Erasmus + KA229 school exchange is due to the importance that we give to the school bullying prevention issue. With this intervention plan we intend to respond to improve coexistence in the center, to prevent cases of school harassment and, in case of detecting any, to have an effective action plan.



2. GENERAL PRINCIPLES OF INTERVENTION

- Prevention.
- Immediateness and effectiveness.
- Educational character, reparation and reconciliation.
- Confidentiality and security for victims.
- Commitment of the educational community.
- Internal and external coordination.

3. OBJECTIVES:

1. Raise awareness among teachers and school staff, students and their families about the importance of rejecting school mistreatment.
2. Detect possible situations of harassment that occur in the center.
3. Effectively intervene in the event of possible situations of harassment that occur in the center.
4. Systematize and record the actions of the center in relation to the protection of minors.



4. INTERVENTION PLAN

The intervention plan distinguishes between awareness actions for the prevention of bullying and those related to the detection of possible cases of bullying. The actions that take place in the center during the school year are collected: meetings, information sessions, talks, tutorials, brochures, etc. It envisages what is going to be done, who is responsible for doing it, when it is planned to do it and what resources are needed. In case of detection of Bullying, an anonymous questionnaire will be passed to the students with the double effect of detection and sensitization.

4.1. General awareness and detection actions

A. Sensitization

- Teachers

performances	responsible	timing	resources
Carrying out training activities inside and outside the center	Head of Studies	Work seminar to be held from November to December	Books, videos,
Training workshops	Erasmus working group	Punctually throughout the school year	

- Students

performances	responsible	timing	resources
Participation in activities of the Master Plan of the National Police.	Tutors	Month of November	Agents of the National Police
Monthly activities related to the prevention of bullying within the Erasmus + Program "I am not the Target"	Erasmus Plus working group, teachers of values education, religion teachers as well as tutors.	One monthly activity that involves all children	Posters, videos, images, murals ...
Kidness Week	Erasmus Plus working group, teachers of values education, religion teachers as well as tutors	One week	Posters, videos, images, murals ...



- Families

performances	responsible	timing	resources
Training workshops	Erasmus working group	Punctually throughout the school year	
Schools of Parent	School counselor as well as other professionals.	Months of October and November	Qualified staff

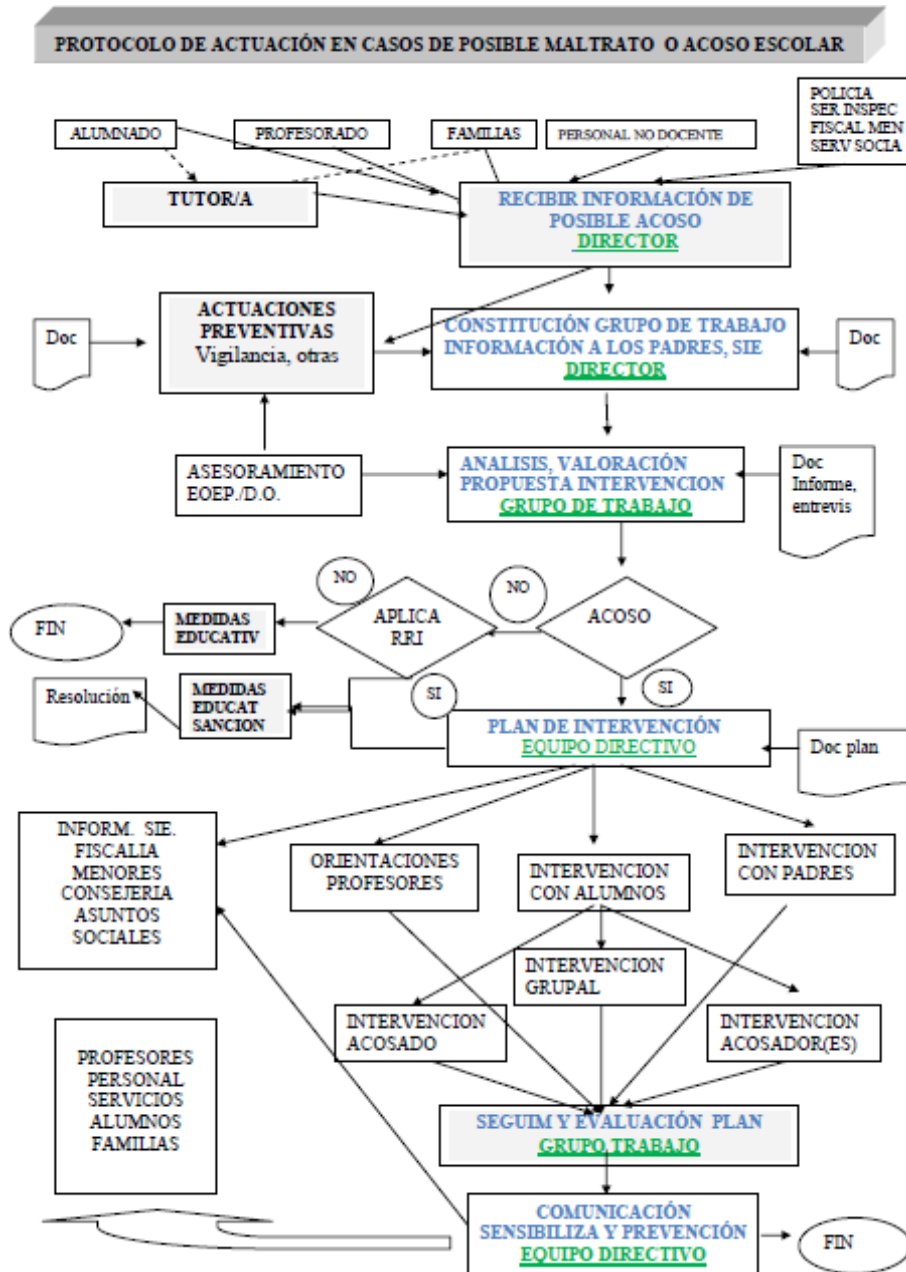
B. Detection of possible situations of bullying

performances	responsible	timing	resources
Surveillance of playgrounds	Responsible teachers	All the school year	Teachers
Selection of potential victims as a protection	Teachers and equipment Erasmus	December Month	
Measure Personal interviews	School counselor and head of studies	whole school year	



4.2. Protocol to possible bullying situations.

4.2.1. Flowchart (Spanish)





4.2.2. Description of performances:

- Collection of information.
- Protection and observation measures.
- Expansion of information interviews.
- Report.
- Educational or sanctioning measures.
- External communications.
- Intervention model in situations of bullying.
 - Performances with students.
 - Performances with parents.
 - Performances with teachers.

4.3. *The register of actions taken by the center in the event of possible bullying situations*

GUIDELINES ON THE ACTIONS THAT THE SCHOOL MUST CARRY OUT TO DETECT POSSIBLE CASES OF BULLYING AND INTERVENE IN THEIR RESOLUTION.

1º The Management of the center, once the demand for action or complaint of a possible case of bullying between peers has been received, will constitute a working group that will be in charge of evaluating the facts and proposing the intervention plan.

2º The Center's management will adopt precautionary measures to guarantee the safety of the student allegedly assaulted and will inform the families or legal guardians of the allegedly assaulted student and the alleged aggressors.

3º In the event that the facts were serious, inform the Office of Minors or, in the case of alleged offenders under fourteen years, will inform the Ministry of Social Affairs.

4º The Management of the center will inform the inspector about the constitution of the working group and the first measures adopted. Likewise, it will communicate the date and content of the interviews held with the families of the alleged attackers and aggressors.

The working group will determine the measures of the action plan that will be applied by the Management of the center in relation to the aggrieved person, the alleged aggressors,



the student observer of the facts, the group-class and others that have been considered necessary to establish. The measures will be reported to families and the School Board.

5º The working group will evaluate, together with the Directorate, the results of the measures applied and, if applicable, to the Social Agent.

The information on the identity of the students involved, the facts that cause the mistreatment and the different actions carried out by the center will be collected in a register of actions in cases of bullying school among equals, in order to facilitate the filing of the information received and the monitoring of the center's actions. At all times, confidentiality will be guaranteed regarding the identification of students and centers.



REGISTER OF ACTIONS IN CASES OF BULLYING AT SCHOOL

I. IDENTIFICATION OF THE SITUATION

1. Origin of the action request (Match with X):

- Family Tutor Student Training Non-teaching staff
 Other profesional Others (specify: _____) Anonymous

2. Identification data

'Presumed victim

Name:

Course/Group:

Age:

Presumed aggressors:

Name:

Course/Group:

Age:

Name:

Course/Group:

Age:

Name:

Cours/Group:

Age:

Nombre:

Cours/Group:

Age:

3. Description of the facts:

4. Date of reported event:



II. FOLLOW UP OF THE SCHOOL 'S ACTIONS

II.a. Constitution of the working group and first steps taken

1. Constitution of the working group:

Date of constitution:

Members:

2. FIRST MEASURES ADOPTED (If applicable)

- **To guarantee the safety of the student allegedly assaulted:**
- **Precautionary with students allegedly aggressors:**
- **Information, by the Center's management, to the families or legal guardians of those involved in the lawsuit filed and the first steps taken**

Date of interviews:

Assistants:

Content:



II.b. Performance of the working group and implementation of the intervention plan

1. ACTION OF THE WORKING GROUP

- **Description of the facts:**
- **Conclusions:**
- **Proposal of actions to the Management of the center (intervention plan):**

2. IMPLEMENTATION OF THE INTERVENTION PLAN.

Measures taken by the Management of the center in relation to,

- a) The person allegedly assaulted:**
- b) With the alleged aggressors (in case of opening of disciplinary file, indicate start date, data of the student and name of the Instructor).**
- c) Observers:**
- d) The group-class:**
- e) Other preventive or general educational measures:**
- f) Information from the tutor to the families or legal guardians of those involved about the measures adopted by the center's management:**
- g) Information to the School Board about the measures adopted**

Date of the session:



III. EVALUATION OF THE INTERVENTION PLAN

a) As a consequence of the application of the adopted measures:

• The bullying situation has ceased

• School bullying continues

(Mark with X as appropriate)

b) Improvement proposals (as a result of the evaluation of the present actions) to incorporate the "Detection, Prevention and Intervention Plan against school harassment of the Center":

Documents annexed to the registry:



4.4. Monitoring and evaluation of the plan

4.4.1. Evaluation indicators in relation to the objectives of the plan.

Objective: To sensitize teachers and staff of the center, students and their families about the importance of rejecting school mistreatment.

Process indicators	Responsible for the evaluation	Instrument of evaluation
Number of activities carried out with students, parents, teachers and staff non-teaching.		Activity register.
% Participation in the activities.		Assist control.
Results indicators	Responsible for the evaluation	Instrument of evaluation
% of students, parents and teachers who have participated in the activities and consider bullying a serious problem.		Questionnaire.
% of students, parents and teachers who have participated in the activities and who would be willing to report harassment situations.		Questionnaire.
% of students, parents and teachers who have participated in the activities and who would be willing to prevent a situation of harassment if their security.		Questionnaire.

Objective. Detect possible situations of harassment that occur in the center

Process indicators	Responsible for the evaluation	Instrument of evaluation
% of supervised breaks.	Head-studies director.	Supervision schedule.
Number of questionnaires made to students.	Tutors- Head-studies.	Registration by tutors.
Number of sociograms performed.		Registration by tutors.
Results indicators	Responsible for the evaluation	Instrument of evaluation
number of detected situations of apparent abuse.		Registration of coexistence.
number of detected situations of confirmed abuse.		Registration of coexistence.



Objective: Effectively intervene in the face of possible situations of harassment that occur in the center.

Process indicators	Responsible for the evaluation	Instrument of evaluation
Number of interventions carried out with students in detected situations of apparent abuse.		Head of studies registry.
Number of interventions carried out with students in situations detected of confirmed abuse.		Register of performances.
Number of interventions with parents of students (interviews).		Register of interviews.
Results indicators	Responsible for the evaluation	Instrument of evaluation
Number of interventions with successful students in detected situations of apparent abuse.		Head of studies registry.
Number of interventions with successful students in detected situations of confirmed abuse.		Register of performances.

Objective: Systematize and record the actions of the center in relation to the protection of minors.

Process indicators	Responsible for the evaluation	Instrument of evaluation
Number of register documents of initiated actions.		Register.
Number of external communications made.		Departure register of the center.