



Republic of the Philippines
DEPARTMENT OF EDUCATION
Region 02 (Cagayan Valley)
SCHOOLS DIVISION OFFICE OF CAGAYAN

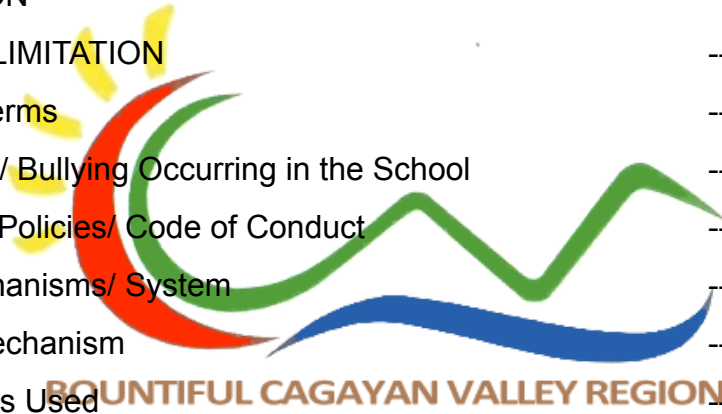


Regional Government Center, Carig, Tuguegarao City, 3500

**LASAM WEST DISTRICT
MAGSAYSAY ELEMENTARY SCHOOL**

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**LASAM WEST DISTRICT
MAGSAYSAY ELEMENTARY SCHOOL**

SCHOOL CHILD PROTECTION COMMITTEE

Chairperson : AHLLYN C. DANGUILAN T-III/Teacher In-Charge
Guidance Counselor/ FRELISA C. PASCUAL
School Teacher's JUDY SOLIVEN



MERCEDES CASTILICO

AIDA GENOBEBE

JANET PASCUA

DIVINA RAMILO

GINA TOMAS

CAROLINA CORTES

LYZA FAITH ALCAYDE

BOUNTIFUL CAGAYAN VALLEY REGION

Association President:

PTA President : MELVIN AGUILAR

SPGO President : AIRON HERO GENOBEBE

Brgy. Council ANTONIO GENNOBEBE

Education Committee: MELVIN AGUILAR



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The Child Protection Committee(CPC) performs the following functions:

1. Draft child protection policy with a code of conduct and a plan to ensure child protection and safety which shall be reviewed every three (3) years. The template for the school child protection policy is attached as Annex "C".
2. Initiate information dissemination programs and organize activities or the protection of children from abuse exploitation, violence discrimination and bullying or peer abuse.
3. Develop and implement a school based referral and monitoring system is attached.
4. Established a system for identifying students who maybe suffering from significant harm based on any physical emotional or behavior signs.
5. Identify, refer and if appropriate offices cases involving child, exploitation, violence discrimination and bullying.
6. Give assistance to parents or guardians whenever necessary in securing expert guidance counseling from the appropriate offices or institutions.
7. Coordinate closely with the women and child protection desks of the Philippine National Police (PNP) the Local Social Welfare and Development Office (LSWDO), other government agencies and Non-Government Organizations (NGO's) as may appropriate.
8. Monitor the implementation of positive measures and effective procedures in providing the necessary support for the child and for those who care for the child.
And
9. Ensure that the children's right to be hears are respected and upheld in all matters and procedures affecting their welfare.



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Department of Education Child Protection Policy

The Department of Education promotes a zero-tolerance policy for any of child abuse exploitation, violence, discrimination, bullying and other forms of abuse.

Principles

- 
1. Schools shall be conducive to learning and children shall have the right to educate free from ;
 2. All children shall be protected from all forms of abuse and bullying to develop self-confidence.
 3. Schools shall advocate a positive and non-violent mode of disciplining children to foster self-discipline and to improve self-esteem.
 4. Corporal punishment shall not be imposed on any child in school for the purpose of discipline, training or control ;
 5. School heads shall take steps to prevent bullying and ensure that the appropriate interventions counseling and other services are provided for the victims of abuse violence exploitation, discrimination and bullying ;
 6. Pupils students or learners shall respect the rights of others refrain from committing acts of bulling and peer violence.



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7. Parents shall be actively involved in all school activities or events that raise awareness on children's right, positive, discipline and the prevention of bullying ;
8. Visitors and guest shall be oriented on the child protection policy.
9. All schools shall establish a child protection committee (CPC) which shall be composed of the following members.
 - a. School head/administrators- chairperson
 - b. Guidance counselor/ teacher- vice chairperson
 - c. Representative of the teachers as designated by the faculty club
 - d. Representative of the parents as designated by the parents teachers association
 - e. Representative of students and learners as designated by the Supreme Student Council representative from the community as designated by the Punong Barangay preferably a member of the Barangay Council for the Protection of Child. (BCPC)

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MISSION

To protect and promote the right of every Filipino to quality, equitable, culture – based, and complete basic education where:

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Students learn in a child – friendly, gender sensitive, safe, and motivating environment

Teachers facilitate learning and constantly nurture every learner

Administrators and staff, as stewards of the institution, ensure an enabling and supportive environment for effective learning to happen

Family, community, and other stakeholders



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are actively engaged and share responsibility
for developing life – long learners



VISION

We dream of Filipinos
who passionately love their country
and whose values and competencies
enable them to realize their full potential
and contribute meaningfully to building the nation.

As a learner – centered public institution,
the Department of Education
continuously improves itself
to better serve its stakeholders.

OUR CORE VALUES



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Maka – Diyos
Maka – tao
Makakalikasan
Makabansa

II. INTRODUCTION



Bullying has been identified as a major problem in many countries around the world. It is imperative that bullying is stopped within our schools. It can create a hell on earth for someone who is victimized, and can seriously threaten that person's opportunities in life. Equally important, the social climate of a school is a model of the world outside. It is where people develop a large part of their morality, their understanding of how the world works and their sense of responsibility towards the society they live in.

The rampancy of bullying urges the government to pass a law, Republic Act no. 10627, otherwise known as the Anti-Bullying Act of 2013 to avoid, if not stop its vulnerability especially between two or more among children.

This highlights the interventions used to prevent the bullying occurring in the school through policies and code of conduct which are based on the implementing rules



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and regulations of Republic Act No. 10627 and applicable to the school to ensure the strict implementation of the child protection policy.



III. DEFINITION OF TERMS

As used in this Implementing Rules and Regulations (IRR), the following terms shall be defined as:

- a. **“Act”** refers to Republic Act No. 10627, otherwise known, as the Anti-Bullying Act of 2013”;
- b. **“Bullying”** refers to any severe, or repeated use by one or more students of a written, verbal or electronic expression, or a physical act or gesture, or any combination thereof, directed at another student that has the effect of actually causing or placing the latter in reasonable fear of physical or emotional harm or damage to his property; creating a hostile environment at school for the other student; infringing on the rights of another student at school; or materially and substantially disrupting the education process of the orderly operation of a school; such as but not limited to, the following:



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- Any unwanted physical contact between the bully and the victim like punching, pushing, shoving, kicking, slapping, tickling, headlocks, inflicting school pranks, teasing, fighting and the use of available objects as weapons;
- Any act that causes damage to a victim's psyche and/or emotional well-being;
- Any slanderous statement or accusation that causes the victim undue emotional distress like directing foul language or profanity at the target, name-calling, tormenting and commenting negatively on victim's looks, clothes and body;
- "Cyber-bullying" or any bullying done through the use of technology or any electronic means. The term shall also include any conduct resulting to harassment, intimidation, or humiliation, through the use of other forms of technology, such as, but not limited to texting, email, instant messaging, chatting, internet, social media, online games, or other platforms or formats as defined in DepEd order No. 40,s. 2012; and
- Any other form of bullying as may be provided in the school's child protection or anti-bullying policy, consistent with the Act and the IRR.

b.1. The term "bullying" shall also include:

- "Social bullying" – refers to any deliberate, repetitive and aggressive social behavior intended to hurt others or to belittle another individual or group.
- "Gender-based bullying" – refers to any act that humiliates or excludes a person on the basis of perceived or actual sexual orientation and gender identity (SOGI).

c. "**Bully**" – refers to any student who commits acts of bullying as defined by the Act of this IRR.



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- d. **“Bullied”** or “Victim” – refers to any student who experiences the acts of bullying or retaliation as defined by the Act or this IRR.
- e. **“Bystander”** – refers to any person who witnesses or has personal knowledge of any actual or perceived acts or incidents of bullying or retaliation as defined by this IRR.
- f. **“Learning Center”** – refers to learning resources and facilities of a learning program for out-of-school youth and adults as defined in DepEd Order No. 43,s.2013.
- g. **“Service provider”** – refers to any person who is not a teacher or school personnel but who works in the school, such as, but not limited to, security guards, canteen personnel, utility workers, and transportation service personnel.
- h. **“Student”** – refers to a person who attends classes in any level of basic education, and includes a pupil or learner as defined in DepEd Order No.40,s.2012.
- i. **Child Abuse**-refers to the maltreatment of a child,habitual or not,which includes any of the following:
1. Psychological or physical abuse,neglect,cruelty,sexual abuse and emotional maltreatment. **BOUNTIFUL CAGAYAN VALLEY REGION**
 - 2.Any act by deeds or words which debases,degrades or demeans the intrinsic worth and dignity if a human being;
 3. Unreasonable deprivation of the child’s basic needs for survival,such as food and shelter;or
 4. Failure to immediate give medical treatment to an injured child resulting in serious impairment og his or her growth and development or in the child’s permanent incapacity or death(Sec.3(b),RA 7610.)
- j. **Corporal Punishment** –refers to a kind of punishment or penalty imposed for an alleged or actual offense,which is carried out or inflicted for the purpose of discipline

IV. SIGN OF ABUSES/ BULLYING OCCURING IN THE SCHOOL



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A child may indicate by signs of behavior that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Becomes withdrawn, anxious, or lacking in confidence
- Feels ill in the morning
- Begins to do poorly in school work
- Asks for money or starts stealing money
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Gives improbable excuses for any of the above
- Is nervous and jumpy when a cyber message is received

Perhaps the most difficult aspect of recognizing the signs and symptoms of abuse and neglect is that individuals with developmental disabilities may exhibit certain physical and/or behavioral traits due to the nature of their disability. Therefore, it is very important to recognize changes in behavior or health (particularly those not typically associated with the individual's disability) as potential abuse indicators. It is also important to note that there is no universal response to abuse or neglect.

These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

Above all else, be mindful that any sudden change in the physical, behavioral, or financial status of someone with a developmental disability may be the result of past or ongoing incidences of abuse, neglect or exploitation.

BULLYING OCCURRING IN THE SCHOOL



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V. INTERVENTIONS/ POLICIES/ CODE OF CONDUCT

Bullying Interventions

With the growing problem of bullying among children and teens, bullying interventions are becoming more and more of a responsibility of parents and teachers. Bullying interventions are necessary to prevent bullying or to stop it before it goes too far.

While it is not always possible to prevent cases of bullying, it is important to know what to do as a parent or as a teacher or other school official to do to stop bullying with various types of bullying interventions. Through this tactic, bullies might be able to be successfully put in their place with an end to the bullying. There are a few different steps and ways you can go about preparing bullying interventions.

First, intervene immediately. Do not overlook a potential bullying situation. It is then important to talk to both the victim and the bully separately. If more than one student is involved, which does happen in many cases of bullying, talk to each one separately. Be prepared for the bully to minimize and deny their actions. By speaking to each person involved separately, you will have the best chance of figuring out the truth of the matter.

Second, remind the bully about the rules established in the school. Or if you are a parent looking to handle the situation, remind them of the rules in your home or in your neighborhood. It is important for parents to make sure their children are not taking on the



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characteristics of bullying. If they are, they need to be stopped before that type of behavior gets out of control. For some children and teens anger management is a serious problem that may need to be addressed in a counseling type setting to help stop the bully from continuing their antics and damage to their peers.

If you are a parent, be sure to keep that child away from your own and help your child or teen learn to avoid bullying. One way to prevent bullying is to help your child develop good self-esteem. Your teen or child doesn't have to be the strongest kid in the class or on the block to avoid bullying, but good, strong self-esteem is a great way to help them know how to handle a potential bullying situation. Unfortunately bullies target the weak because they know they are an easy target. Do your best to ensure your child is not an easy target. Along with self-esteem, encourage your child to make friends with nice and kind peers. It is important for your child or teen to surround themselves with a positive support group to help remain strong and not the next victim of a bullying attack. As a teacher or administrator, keeping an eye on the bullying situation is the best way to stay on top of it and stop it before it starts.

Child Protection Policy

POLICY STATEMENT

Tinongcop Elementary School upholds the protection and rights of every student from any form of problems and abuses encountered in school and community.

The institute advocates the welfare of students by:

- Having proper orientation of child protection policy and rights of the child to all school personnel.



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- Promoting and promulgating child protection and programs through information and education campaign. (IEC)
- Monitoring and assessing of the problems and abuses encountered in school and community.
- Exercise the parental authority and responsibility over the child while under the school personnel supervision, instruction and custody. Responsibility apply in all activities whether inside or outside the premises of the school, entity or institution
- Keep them in their company support, educate and instruct them by right precept and good example.
- Give them love and affection and advice and counsel companionship and understanding.
- Enhance, protect preserve and maintain their physical and mental health at all times.
- Furnish them with good and wholesome educational materials, supervise their activities, recreation and association with others, protect them from bad company and prevent from acquiring habits detrimental to their health, studies and morals.
- Represent them in all matters affecting their interests.
- Inculcate their value of respect and obedience.
- Practice positive and non-violent discipline as maybe required under the circumstances provided that in no case of corporal punishment be inflicted upon them.
- Perform such other duties as are imposed by law upon them as substitute parents or guardians and
- School personnel shall also strictly comply with schools child protection policy.
- Abide by the mission and vision of DepEd.
- Protect students from abuse.
- Monitoring and assessment of complaints and events



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- Anecdotal reports through graphical presentation of every end school year data gathered.
- Proper orientation of child protection program.
- Thorough training of child protection program.
- Promulgate school child protection procedures and programs

PUBLIC SCHOOLS CODE OF CONDUCT for BULLYING

It is the policy of TINONGCOP. ELEMENTARY SCHOOL that all of its pupils, teachers and administrator have an educational setting that is safe, secure and free from harassment and bullying of any kind. The School Child Protection Committee will not tolerate bullying and harassment of any type. Conduct that constitutes bullying and harassment, as defined herein, is prohibited.

Bullying means systematically and chronically inflicting physical hurt or psychological distress on one or more pupils, school teachers and school administrator including: unwanted and repeated written, verbal, or physical behavior, this includes any threatening, insulting, or dehumanizing gesture that is severe or pervasive enough to create an intimidating, hostile or offensive educational environment; cause discomfort or humiliation; or unreasonably interferes with the individual's school performance or participation.

VI. Referral Mechanism/ System

FLOW CHART PROCEDURE



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COMPLAINANT

(Student)

VII. REPORTING MECHANISM



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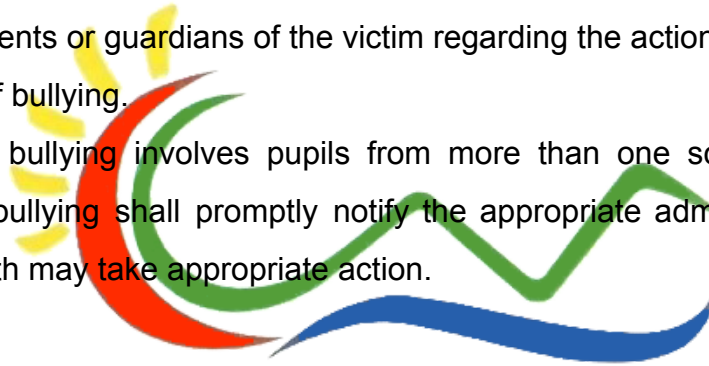
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Any member of the school administration, pupil or parent shall immediately report any instance of bullying or act of retaliation witnessed, or that has come to one's attention, to the Teacher Adviser.

Upon receipt of such a report, the teacher Adviser shall promptly investigate. If it is determined that bullying has occurred, the teacher Adviser shall:

- a. Notify the School Child Protection Committee and take appropriate disciplinary action.
- b. Notify the school guidance counselor for proper guidance and counseling.
- c. Notify the parents or guardians of the perpetrator; and
- d. Notify the parents or guardians of the victim regarding the action taken prevent any further acts of bullying.

If an incident of bullying involves pupils from more than one school, the school first informed of the bullying shall promptly notify the appropriate administrator of the other school so that both may take appropriate action.



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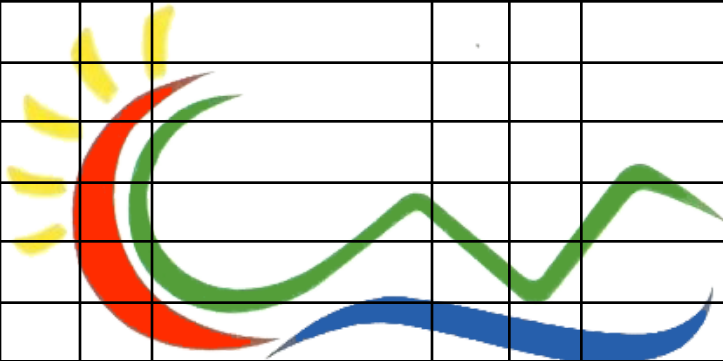


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VIII. DIFFERENT FORMS USED

FORM A

Report of cases of abuse, violence, exploitation, discrimination, bullying or peer abuse and other related offenses

Name of Victim	Age	Sex	Name of Respondent	Age	Sex	Nature of Complaint	Action Taken	Recommendations
								

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I. INFORMATION

A. VICTIM

Name: _____ Sex: _____

Date of Birth : _____ Age: _____

Grade and Section: _____ Adviser: _____

Parents:

Mother: _____ Age: _____

Occupation: _____

Address: _____

Father: _____

Occupation: _____

Address and contact number: _____

B. COMPLAINANT

Name: _____

Relationship with victim: _____



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Address and Contact Number: _____

C. RESPONDENT

C.1 If respondent is a School Personnel

Name: _____
Date of Birth: _____ **Age:** _____ **Sex:** _____
Designation/ Position: _____
Address and Contact Number: _____

C.2 If Respondent is a Student/ Pupil

Name: _____
Date of Birth: _____ **Age:** _____ **Sex:** _____
Grade and Section: _____
Parents/ Guardians:
Mother: _____ **Age:** _____ **Sex:** _____
Occupation: _____
Address and Contact Number: _____

Father: _____ **Age:** _____ **Sex:** _____
Occupation: _____
Address and Contact Number: _____

II. DETAILS OF THE CASE:

III. ACTION TAKEN

1. _____
2. _____
3. _____



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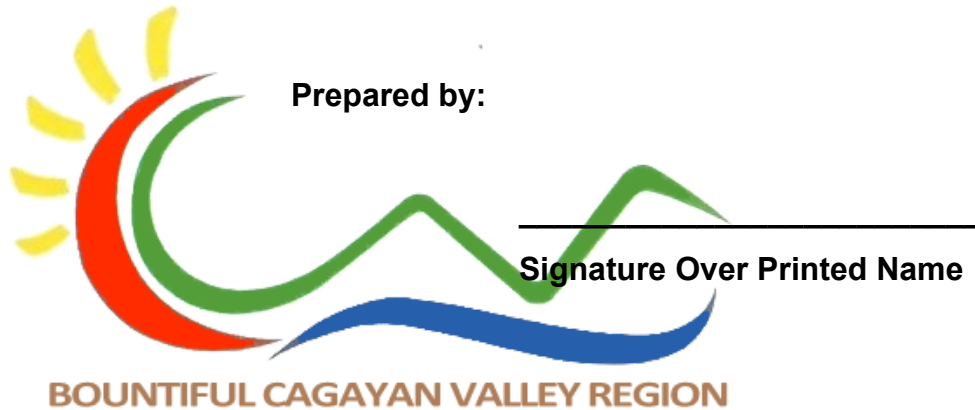
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4. _____
5. _____

IV. RECOMMENDATIONS:

1. _____
2. _____
3. _____
4. _____
5. _____



Designation

Date

V. INTERVENTIONS/ POLICIES/ CODE OF CONDUCT

Physical Signs of Abuse

- Bruises (old and new, clustered on one part of body, or on both upper arms)



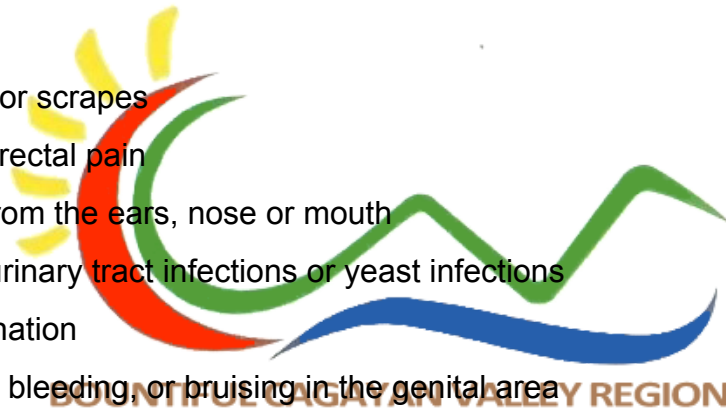
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- Burns
- Cuts or scars
- Marks left by a gag (or some form of restraint)
- Imprint injuries (eg., marks shaped like fingers, thumbs, hands, belts or sticks)
- Missing teeth
- Spotty balding (from pulled hair)
- Eye injuries (black eyes or detached retinas)
- Broken bones
- Sprains
- Abrasions or scrapes
- Vaginal or rectal pain
- Bleeding from the ears, nose or mouth
- Frequent urinary tract infections or yeast infections
- Painful urination
- Abrasions, bleeding or bruising in the genital area
- Incontinence in someone who was previously toilet-trained
- Frequent sore throats
- Sudden onset of psychosomatic complaints (males most frequently complain of stomach aches while females most frequently report headaches)
- Sudden difficulty walking or sitting



Bullying is a crime that often occurs with physical violence, stealing as well as through forms of slander and libelous statements that can be made online or behind one's back. Remind them that by committing these acts, they are susceptible for punishment by the justice system. If this is a first time offense and the results are minimal, make sure the punishment fits the crime. However, if this bully has continually hurt victims, be sure the consequences are much more severe. When talking with the victim, be sure they



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understand everything possible is being done to ensure a similar instance does not happen again. You want to make sure and gain their trust and confidence. The effects of bullying can be severely detrimental to the victim not only physically but also emotionally. This is why it is important to help them during the process to feel safe and secure again. If you are a parent, be sure to involve the other child (s) parents in the situation to help reach a resolution. If you are a teacher or school administrator, be sure to call both of the parents of the children or teens involved to help reach an understanding and possible resolution.





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ANTI- BULLYING POLICIES

Magsaysay Elementary School upholds the protection and rights of every pupils from any form of problems and abuses encountered in school.

The institute advocates the welfare of pupils by:

- Having proper orientation of child rights to all school personnel.
- Promoting and promulgating child rights and programs through information and education campaign. (IEC)
- Monitoring and assessing of the problems and abuses encountered in school and community..
- .
- Enhance, protect preserve and maintain their physical and mental health at all times.
- Furnish them with good and wholesome educational materials, supervise their activities, recreation and association with others, protect them from bad company and prevent from acquiring habits detrimental to their health, studies and morals.
- Represent them in all matters affecting their interests.
- Inculcate their value of respect and obedience.



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- Practice positive and non-violent discipline as maybe required under the circumstances provided that in no case of corporal punishment be inflicted upon them.
- Perform such other duties as are imposed by law upon them as substitute parents or guardians a
- Abide by the mission and vision of DepEd.
- Protect students from abuse.
- Monitoring and assessment of complaints and events
- Anecdotal reports through graphical presentation of every end school year data gathered.



SCHOOL- BASED CHILD PROTECTION POLICY

The school is committed to ensure that policies and procedures on child protection are compiled and monitored. It is also a need to ensure that all pupils or learners, teachers, parents, guardians and visitors are aware of the child protection policy.

POLICY STATEMENT

Magsaysay Elementary School upholds the protection and rights of every pupils from any form of problems and abuses encountered in every in school and community.

The institute advocates the welfare of pupils by:

- Promoting and promulgating child protection and programs through information and education campaign
- Monitor and assessing of the problems and abuses encountered in school and community



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Region 02 (Cagayan Valley)
SCHOOLS DIVISION OFFICE OF CAGAYAN



Regional Government Center, Carig, Tuguegarao City, 3500

**LASAM WEST DISTRICT
MAGSAYSAY ELEMENTARY SCHOOL**

- Exercise the parental authority and responsibility over the child while under the school supervision, instruction and custody. Responsibility apply in all activities whether inside or outside the premises of the school, entity or institution
- Keep them in in their company support, educate and instruct them by right precept and good example.
- Give them love and affection and advice and counsel companionship and understanding.
- Enhance, protect preserve and maintain their physical and mental health at all times.
- Furnish them with good and wholesome educational materials, supervise their activities, recreation and association with others, protect them f by law upon them from bad company and prevent from acquiring habits detrimental to their health, studies and morals.
- Represent them in all matters affecting their interest
- Inculcate their value of respect and obedience
- Practice positive and non-violent discipline as maybe required under the circumstances provided that in no case of corporal punishment be inflicted upon them.
- Perform such other duties as are imposed by law upon them as substitute parents or guardians
- School personnel shall also strictly comply with schools child protection policy.
- Abide by the mission and vision of Dep Ed.
- Protect pupils from abuse
- Monitoring and assessment of complaints and events
- Anecdotal reports through graphical presentation of every end school year data gathered.



Republic of the Philippines
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CODE OF CONDUCT

Every school shall maintain the pupils positive attitude and practice good moral principles so that every pupils will learn to appreciate their cultural heritage, develop their sense of identity and belongingness in the society. This code of conduct helps to promote order and sense of security in the school campus.

Prepared By:

AHLLYN C. DANGUILAN
Teacher-In-Charge

