

Report on the pHARe Training - LFI Tokyo, October 2024

A training session on the pHARe program (a program to combat bullying in schools) was held on October 17 at LFI Tokyo. This session, led by Michelle Lacoste (Sydney) and Eric Berard (LFI Tokyo), brought together 19 participants representing the entire educational community: teachers from preschool to high school, the CPE (Educational Counselor), a library staff member, two education assistants, a nurse, and a parent representative.

Link to the pHARe program (in French):

<https://www.education.gouv.fr/non-au-harcèlement/phare-un-programme-de-lutte-contre-le-harcèlement-l-ecole-323435>

What is School Bullying?

School bullying is characterized by **repeated negative actions against a person**.

These actions may be:

- Physical: hitting, pushing, inappropriate sexual touching
- Sexual: exhibitionism, non-consensual photos
- Verbal: insults, mockery
- Non-verbal: grimaces, obscene gestures
- Relational: exclusion, spreading rumors, isolating, causing embarrassment, breaking friendships
- Online: via social media

A key distinction exists between:

- **Bullying**: interpersonal conflict (1 vs 1)
- **Mobbing**: harassment involving a group, even passive participants (several vs 1)

Key Statistics

The 2023 National School Climate Survey reveals critical data:

- 5% of elementary students, 2% of middle and high school students fear going to school.
 - Incidents are more frequent among younger students:
 - Insults and mockery: primary (17%), middle school (11%), high school (7%)
 - Physical violence: primary (12%), middle school (7%), high school (3%)
 - Sexual violence: primary (5%), middle school (1%), high school (1%)
 - Silence among victims increases with age:
 - 37% of elementary students don't tell anyone,
 - 68% of middle school students and 78% of high school students remain silent.
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The pHARe Program: A Comprehensive Three-Level Approach

1. Prevention

A dedicated team includes:

- A coordinator
- A resource team of five staff members to handle reported cases and train others
- Ambassadors (2 adults, 10 students) to identify, alert, and support victims
- Learning sessions for students
- Awareness workshops and information sessions for parents

Participation in three key annual events:

- National Anti-Bullying Day (November 7, 2024): to raise awareness
- "No to Bullying" Award (January 31, 2025): rewards the best anti-bullying posters/videos

- Safer Internet Day (February 11, 2025): promotes responsible online behavior

2. Detection

- Identifying warning signs by parents and staff (isolation, repeated absences, physical or psychological distress).
- Awareness that behavior changes can be subtle and difficult to notice.
- School climate surveys and self-assessment tools.
- Teacher training to identify at-risk situations.

3. Reaction

Response methods depend on whether the case involves bullying or mobbing:

- Bullying (interpersonal conflict):
 - Traditional confrontational method: addressing the situation with the perpetrator, victim, friends, and family.
 - Mobbing (group harassment):
 - The preferred method is the Shared Concern Method (SCM) (in French "Méthode de Préoccupation Partagée" (MPP)) , characterized by:
 - A non-blaming approach
 - No immediate sanctions or stigmatization
 - A resolution process over approximately 15 days with individual meetings with the victim and alleged perpetrators
 - Parents are not informed initially
 - The goal is to encourage perpetrators to recognize their actions and stop them independently
 - Resolution success rate: 75-90%
 - If SCM fails or the harassment is recurrent, the traditional confrontational method is applied.
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The Role of Parents

As parents, you are essential partners:

- You will be informed about prevention activities.
 - Awareness workshops will be offered.
 - In harassment cases:
 - The school will support you.
 - You will be listened to and supported.
 - Regular updates will be provided.
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Conclusion

The pHARe program aims to create a safe and nurturing school environment where every student can thrive. Its success depends on the commitment of the entire educational community, including parents.

Upcoming Actions

- Establishing an email address as an additional resource alongside the red box near the nurse's office for reporting potential harassment cases.
 - Communication from the administration to all parents about the team structure and a summary diagram of the program.
 - Organizing an informational evening for families to redefine and explain bullying (and what it is not), clarify the protocol and functioning of the pHARe unit (notably the Shared Concern Method), and answer questions.
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Appendix: LFI Tokyo Well-Being Team Structure

Coordinateurs :

Primaire : Richard TEISSONNIERE (Directeur)

Secondaire : Guillaume JUBLOT (CPE)

Equipe préoccupation partagée

Primaire :

Stéphanie BERARD

Caroline DOVILLERS

Anne-Sophie NUFFER

Secondaire :

Adeline HURET

Manon LA VIOLETTE-SIMARD

Chloé MUSSARD

Delphine ICHINOHE

Pascal RITTER

Infirmier :

Quentin JOUFFE

Equipe Ambassadeurs / Ambassadrices

Secondaire :

Gilles MASTALSKI

Matthieu SEGUELA

Equipe Prévention

Primaire :

Tahar DALI

Karim BOUMGHAR

Chloé BAUDET

Frédéric OLLIVIER

Secondaire :

Sylvaine CARIO

Jennifer TRICAN

Mylène NAKANO