



# **ANTI-BULLYING POLICY**

**For the whole school community staff, students and parents.**

**We value working in a physically and emotionally safe environment**

**Learning   Respect   Honesty   Teamwork**

## **Bullying is:**

- Deliberate and repeated unwanted behaviour against a victim or a group of victims.
- Treating others in a way that makes them feel embarrassed, offended, upset or afraid.
- It can be in the form of physical, verbal, sexual, racial or emotional harassment.

## **Kinds of bullying:**

**PHYSICAL:** Pushing, letters, drawings, touching, invasion of personal space, taking/damaging possessions. Extortion: demanding money for food or favours.

**VERBAL:** Comments/gestures, nicknames, put downs, name calling, laughing, threats, slander. Spreading rumours

**SEXUAL:** Deliberate and repeated touching, fondling or physical contact, smutty jokes or comments, provocative or insulting remarks, leering and ogling, persistent questioning about someone's private life.

**RACIAL:** Racist comments, religious comments, picking on people because of their race or religion, ridicule, name calling, put downs, physical violence.

**EMOTIONAL:** Snubbing, ganging up, ignoring, put downs, deliberately excluding a person (can also be part of all areas above.)

**Cyber bullying** such as sending offensive text, emails videos or comments via the internet and mobile phones and electronic media, can also be part of all areas above.

## **Aim:**

To ensure a bullying-free environment for all members of the school community.

## **Objectives:**

- Develop positive relationships between all members of the school community.
- Use socially just practices
- Develop success oriented classrooms and yards
- Practise peaceful conflict resolution
- Teach the school community skills to prevent and/or respond appropriately to harassment & bullying including Anti-Bullying procedures.

## **Strategies for prevention**

We will prevent harassment through use of:

- Behaviour Development Structures, Class/yard rules and Grievance Procedures
- Restorative Justice procedures
- Appropriate Teaching methodology including. teacher modelling, collaborative classrooms, acceptable codes of behaviour, catering for individual differences, access to resources for all, positive relationships, good listening, success oriented environment
- Mandatory reporting
- Specialised teaching/learning programmes e.g. Child Protection Curriculum, Class meetings, Values lessons, Parent workshops,
  - Specific Skills teaching e.g. Identifying feelings, communication, what harassment/bullying is, problem solving, effects of harassment/bullying on education, self esteem, assertiveness, mediating and negotiating, understanding and using the Whole School Grievance and Relationship Guidelines, awareness and responsibility for own behaviour, mutual respect.

**Bullying will not be tolerated and in the event of any incident taking place, positive action for correction will occur.**



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### **School Support**

**Listen and offer immediate support: discuss successful and unsuccessful strategies already being used**

**Arrange a meeting with everyone concerned: Steps may include:**

1. Explain the process, the role of the teacher and the role of the student and the need for confidentiality:
  - We are here to solve a problem, in order for that to occur we will need to ensure that we have a no blame or excuse approach and no interrupting for a respectful conversation to occur
2. Everyone listens:
  - Each person takes it in turns to tell what has happened: Just the facts, each will listen to the others as they tell their events, in turn the other will repeat what has been said.
  - Each person may say how they felt and each will repeat what has been said.
3. Resolving the conflict
  - Each person states what they need to have happen for the issue to be resolved
  - Each person will suggest a strategy to help the issue be resolved
  - The Mediator will assist both sides to work out a common agreement
4. Document and report the incident to the principal

#### **Follow up**

The mediator/teacher will set another meeting time to review the common agreement and amend it if necessary and inform the classroom teacher

#### **If it continues**

- A yellow slip and office time out will be issued and parents will be informed

#### **Strategies for dealing with bullying could include:**

- Ignore the person bullying. Show them that it does not upset you. TELL YOURSELF that it is not your fault, and that it is the person who is bullying who needs to change – NOT YOU!
- Telling the person bullying in an assertive manner that their actions are unwanted.
- Going to a safe place. DO NOT retaliate with physical or verbal bullying.
- Speaking to a staff member/adult or a student mentor, you trust and giving them full details of the events. The Student mentor will pass on the information to a selected staff member

**Persisting until the problem is resolved. Share your feeling and confide in someone who you think can help.**

#### **As a bystander, if you see someone being bullied you can:**

- Tell the person bullying to stop.
- Be a friend to the person being bullied.
- Remove yourself from where the bullying is happening.
- Locate a student mentor and advise them

#### **Seek help.**

**If your child is involved in bullying, he or she needs your confidence, understanding and support.**

#### **If your child is being bullied:**

- Encourage talking; it may be difficult but be patient. Let your child know it is ok to tell.
- Try not to overreact, listen calmly and try to work out the facts.
- Assure your child that it happens to most people at some time. That we all need to learn and respond to it, confront it and cope with it.
- Contact the school and work together to resolve the problem.

**Explain to your child that physical or verbal retaliation is NOT the answer.**



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### **If your child is bullying other:**

- Make it clear that bullying because of revenge, for annoyance or fun is unacceptable.
- Help your child to understand the difference between assertive and aggressive behaviour.
- Make it clear that hurting or distressing another person unable to defend him or herself, is a form of weakness on the bully's part.
- Explore the possibility that the child is seeking attention and love. Are there home, community or school situations that are contributing to the bullying? Sensitive discussion may indicate that the person bullying may also be being bullied.
- Explore the need for development of self-confidence. Acknowledge successes in other areas to counter this poor self-esteem.

**Talk with your child's teacher and share ideas and experiences.**

### **Need more information?**

The following internet websites can provide support and useful information about bullying.

Kids Helpline – [www.kidshelp.com.au](http://www.kidshelp.com.au)

Child and Youth Health Parent Helpline – [www.cyh.com.au](http://www.cyh.com.au)

Bullying No Way – [www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

Net Alert – [www.netalert.net.au](http://www.netalert.net.au)