Anti-Bullying Policy

Our school is committed to providing a safe and caring environment that fosters respect for others and does
not tolerate bullying.

Our definitions of Bullying are:

- "Bullying is when anybody is mean or nasty to you lots of times and it hurts you or makes you feel sad". (written by students)
- "Bullying and harassment are deliberate and repeated actions towards others which involve the misuse of power." (DECD)

Bullying can take many forms. We consider the following **repeated behaviour** to be bullying:

Physical:

- Hitting, kicking, punching, biting, pinching
- Pushing, shoving, spitting, tripping
- Physical contact with the intent to harm (please NOTE; it is a requirement to report acts of deliberate violence to the police)
- Making rude gestures
- Taking or damaging something which belongs to someone else
- Forcing others to hand over food, money or something which belongs to them
- Making someone do something they do not want to.
- Vandalism
- Sexual gestures

Verbal:

- Name calling
- Teasing
- Threatening
- Impersonating
- Put downs
- Swearing
- Making fun of someone because of their appearance, physical characteristics or cultural background
- Making fun of someone's actions.

Indirect (Social/Emotional & Psychological):

- Excluding others from the game or group
- Spreading untrue stories about others. (Please NOTE; "Cyber Bullying" anywhere, anytime is against the law)
- Manipulating friendships
- Written notes with nasty connotations
- Intimidation
- Peer pressure
- Negative body language
- Setting someone up for ridicule
- Reciprocal bullying

Strategies we will use to deal with bullying:

- Openly talk about bullying – what it is, how it affects us and what we can do about it
- Teach our children the skills that will build their self-esteem and empower them to take the responsibility for themselves – and give them the opportunity to practice these skills
- Formulate a policy that clearly states what actions we will take to deal with bullying behaviour.

Responsibilities of staff:

Implement DECD Child Protection Policy

- To model appropriate behaviour at all times.
- To listen to children when disclosing a bullying situation.
- Actively teach skill and strategies to deal with bullying situations.
- Actively encourage students to report incidences of bullying.
- To deal with reported and observed incidences of bullying as set out in this policy.
- To report incidences to the principal if this is warranted.
- Reinforce positive student anti bullying behaviours.

Responsibilities of children:

- To help someone who is being bullied by being a positive bystander. Helpful bystanders can assist by: telling the bully to stop, being a friend to the person being bullied, walking away so the bully does not have an audience, telling an adult, getting help.
- To not bully others
- To report others who are bullying others at school or on the way to or from school.

Responsibilities of parents:

- To watch for signs that their child may be being bullied
- To speak to someone on staff if their child is being bullied, or they suspect that this is happening.
- To instruct their children to use the school grievance procedure if they are being bullied
- Be a positive role model for your child.

Reporting of Bullying

Children and their parents can report incidences of bullying to any teacher or the principal. Any bullying incidences that are dealt with will be recorded.

Acting and responding to reported incidences of bullying:

When a bullying incident is reported or observed we will use the following graded sanctions.

- Initially using, "No Blame" responses that seek to resolve problems and develop skills and understanding in both the bully and victim. These responses may include:
- Mediation
- Peer support groups
- Shared concern
- Assertiveness training
- Individual meetings / conferences with both the bully and the victim to gain information.
- Monitoring both the bully and the victim.
- Informing parents of both bully and victim of the school's responses.
- Using school level behaviour management responses or Suspension, Exclusion, and
- Expulsion Guidelines responses when bullying persists.

Review

Each year we (staff and Governing Council) will REVIEW our policy and:

- Implement DECD Child Protection Policy
- Include a copy of the policy on our school website and in the newsletter for parents.