

ARAWANG PRIMARY SCHOOL

ANTI-BULLYING POLICY AND PROCEDURES

**Aims**

The aim of this policy is to ensure that Arawang Primary School is free from bullying for all members of the school community.

**Beliefs**

At Arawang Primary School we believe that:

* bullying is the systematic abuse of power
* bullying includes racist or sexual harassment or any other form of discriminatory behaviour
* bullying is everyone’s business

**Definition**

Bullying is defined in the Safe and Supportive School documents as:

*an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).*

*Bullying of any form or for any reason can have long-term effects on those involved, including bystanders. Single incidents and conflicts or fights between equals, whether in person or online, are not defined as bullying.*

**Examples**

Bullying can include, but is not limited to some of the following on an **ongoing basis**:

* having your lunch money taken away
* being left out of games or conversations
* being hit or kicked
* receiving upsetting sms messages or emails
* hearing name calling and put-downs
* receiving unpleasant sounds or gestures or body language

**Objectives**

* To reduce the incidence of bullying
* To counter the view that bullying is an inevitable part of school life
* To create a supportive climate and break down the secrecy surrounding bullying
* To provide staff, students and parents with options to respond to bullying

**Implementation**

**Students**

If a student feels they are being bullied or has witnessed bullying behaviour they should:

* tell the person that they are being a bully and to stop the behaviour
* support the person who is being bullied and request help from a teacher at the time of the incident
* report behaviour to a staff member
* refrain from bullying others.

**Teachers**

If a student reports a bullying incident or a staff member witnesses incidents of bullying, they should:

* listen and provide support to the target of the bullying by acknowledging the nature and seriousness of bullying behaviour
* find out the background and attempt to resolve the incident
* fill out a report if appropriate
* refer the incident to an executive member if necessary
* offer the targeted student the option of peer mediation.

**School**

* Provide support to targets of bullying
* Record and monitor incidents of bullying behaviour
* Put in place anti-bullying procedures as appropriate e.g. Ask the perpetrator to acknowledge the behaviour and agree to stop it. Contact parent/s of the student who has been bullying another/others
* Encourage target student to report similar behaviour if repeated
* Keep class teacher involved
* Dissemination of policy and procedures
* Participation in the National Day Against Bullying and associated classroom activities
* Provide opportunities for teachers to use circle time to discuss issues or concerns
* Practice restorative practices
* Constantly reinforce the messages from the school social emotional development program – *You Can Do It.*
* Encourage all students to live the school values of RESPECT, ENDEAVOUR, CREATIVITY, CURIOSITY and COMPASSION
* Support the Positive Behaviours for Learning Program through support of a Focus Group and Directorate practices

**Parents and Caregivers**

* Encourage students to discuss the effects and consequences of bullying
* Encourage students to report any incidents of bullying
* Contact the school if you are aware that any child is being bullied or suspect that it is happening.
* Develop a knowledge of what bullying is and what bullying is not and use an appropriate language to describe anti – social behaviour

**Prevention Strategies**

* Use the curriculum to teach students about respectful relationships, civics and citizenship.
* Develop programs to help students participate and have a say in their learning
* Teach students about violence prevention, conflict resolution, anger management, problem solving and Mindfulness. Use the RED CAP program, PBL, *You Can Do It,* and Directorate’s *Safe and Supportive Schools* policies and programs to reinforce processes
* Teach for and about diversity
* Provide professional learning for staff in collaboration with local agencies.

**Intervention Strategies**

* Counsel students who have been bullied/bully
* Talk with parents or caregivers about the situation
* Revisit respectful relationships concepts and appropriate behaviour with the bully
* Put consequences in place for those who bully others
* Teach students about bystander responsibilities
* Ensure that all staff know how to address bullying effectively and respectfully
* Involve the school psychologist where appropriate

**Post-intervention Strategies**

* Monitor the situation between the students to ensure that their safety and wellbeing is maintained
* Talk with parents or caregivers about strategies
* Review playground and classroom procedures to make sure they are effective
* Deal with hotspots in the playground
* Review and evaluate behaviour management policies and procedures.

**Advice for students**

**What can be done about bullying?**

If you are being bullied or know someone who is being bullied:

**Tell someone you can trust.**

* Tell a friend, teacher, member of the executive team or the principal
* Tell your parents or caregivers
* Call Kids Help Line on **FREECALL 1800 551 800.**

**When to report**

Report bullying straight away. Do NOT ignore it. When bullying is ignored it may get worse.

**How to report**

Tell the trusted adult:

* What has happened
* Where the bullying happened
* How often it has happened
* If you have done anything to try to stop it happening.

**What trusted adults do about incidents of bullying**

* ASK if the person being bullied wants us to do anything to help
* LISTEN and talk to the person who has been bullied
* IMPLEMENT negotiated consequences for the person who has been bullying others. These may include time out, suspension or exclusion.
* USE a process such as Restorative Practice to help everyone involved to improve their relationships with each other.

***Note:*** It is important to note that these steps may change. At Arawang Primary School we do not use a ‘one size fits all’ approach. This is because each person is different and each incident of bullying is different.

**Evaluation**

This policy will be reviewed as part of the school’s review and evaluation cycle.