

## **ANTI – BULLYING POLICY**

### **FIRM STATEMENT:**

Salisbury Primary School does not tolerate bullying. Everyone has the right to be respected and we are committed to ensuring that all students feel safe and can learn in a supportive environment.

### **DEFINITION:**

Bullying is deliberate and repeated actions, involving an imbalance of power, with the intent to cause fear, distress or harm to another. This can be physical, verbal, psychological and/or emotional.

Bullying can include one or more of the following:

- **PHYSICAL** – kicking, hitting, pushing, hurting.
- **VERBAL** – swearing, name calling, racial/gender harassment.
- **PSYCHOLOGICAL** – teasing, spreading rumours, sexual comments, provoking, threatening.
- **EMOTIONAL** – leaving people out, demeaning comments, manipulating.
- **CYBER BULLYING** – using technology to bully an individual or group - including internet, email, chat rooms, social media, discussion groups, instant messaging, web pages, or mobile; text or picture messages.

Single incidents and conflicts or fights between individuals are not always considered to be bullying.

### **AIMS TO ADDRESS BULLYING**

- To create a bully-free environment at Salisbury Primary School where all students feel happy and safe.
- That Salisbury Primary School will provide clear procedures and strategies to prevent, reduce and respond to bullying.

### **WHAT DO WE DO ABOUT BULLYING**

#### **STUDENT RESPONSIBILITIES:**

- Report to a staff member if being bullied.
- Do not retaliate.
- Be an effective bystander and report to a staff member if aware that someone else is being bullied.
- Follow Grievance Procedures.

If being cyber bullied

- Collect evidence – do not delete emails or texts
  - If in a game or social media – take a screen shot
- Block the person, remove from friends list or change privacy settings
- Report the abuse on the cyber platform.
  - Games have a report system
  - Social media services have a report system
- More information at [esafety.gov.au](http://esafety.gov.au)

If you see or know of someone being bullied:

- Don't join in – either in person or online
  - Do not forward or share posts, images or videos that will hurt others
- Tell a trusted adult

### **STAFF RESPONSIBILITIES:**

- Take all reports of bullying seriously.
- Actively listen and talk with all students involved.
- Document all information to aid knowledge of reasons behind bullying.
- Where appropriate, contact parents or refer the incident to leadership.
- Teach explicit skills/strategies that empower students (e.g. Wellbeing Classroom strategies, resilience programmes such as Bounce Back, Friendly Schools & Families and What's the Buzz?)

### **LEADERSHIP RESPONSIBILITIES:**

- Investigate reports of bullying and take prompt action.
- Discuss with students involved and document conversations of all students involved.
- To provide guidance and support for the recipient and perpetrator of the bullying and for bystanders.
- Facilitate restorative conversations.
- Contact parents / care-providers.
- Implement/initiate consequences (e.g. Yard restriction, Yard suspension, Time-Out, Suspension / Exclusion procedures).
- Initiate behaviour interagency meetings as necessary.
- Continue to monitor.
- Collect and review bullying data twice yearly.

### **PARENT/CARER RESPONSIBILITIES:**

- Support their child to follow school procedures and report incidents and not retaliate.
- Discuss with child at home about the problem.
- Communicate in a respectful manner with staff about the issues of concern as soon as possible.
- Contact and meet with leadership where necessary.

### **GRIEVANCE PROCEDURES**

- Stay calm and give yourself time to think about the problem.
- Try to sort the problem yourself – ignore, walk away, talk to a friend.
- Tell the other person how you feel by making an assertive statement. Speak loudly and firmly to the person/people bullying you. Say that you don't like what's happening and tell them to stop.
- Don't be mean back. It will not make bullying go away.
- Move away from the situation.
- Go to a safe place within the school boundaries.
- Tell an adult you trust at school.
- Make sure it is followed up by persisting until the problem is solved.
- If the issue is unresolved, speak to your parents/caregivers.

## **How to Recognise a Student Being Bullied**

Not all students who are being bullied or harassed talk to a friend, teacher or school counsellor about it, due to fear that it will make the situation worse or the child may feel they will not be believed.

A change in behaviour in the student may be a signal that the student is being bullied. Other signs may include:

- Unexplained cuts, bruises or scratches
- Damaged or ripped clothing
- Vague headaches or stomach aches
- Refusal to go to school
- Asking for extra pocket money or extra food
- Tearfulness, anxiety or difficulty sleeping
- Bully other children or siblings

If a child is being cyber bullied, signs may include the above but also may include:

- 'Hiding' information on mobile phones, emails or in comments on their social networking pages
- Unexpected changes to friendship groups
- Child becomes withdrawn
- Decline in their school work or focus
- Higher levels of absenteeism

## **CONSEQUENCES FOR BULLYING**

Depending on the nature and severity of the bullying the following strategies / consequences will be implemented:

- Discussion/conferencing with all parties.
- Counselling could involve students, leadership, staff and parents.
- Age-appropriate and consistent sanctions for the student as per the school Behaviour Management Policy.
- Withdrawal of privileges (e.g. restricted yard play, roles within school).
- Time-out/Take home/Suspension/Exclusion.
- Ongoing individualised programmes with identified students.
- Clear statement of consequences if the bullying continues.
- In serious cases, police intervention.
- Ongoing monitoring/collection of data re: behaviour.

## **PRO-ACTIVE PROGRAMMES/STRATEGIES TO SUPPORT THE ANTI – BULLYING POLICY COULD INCLUDE:**

- Wellbeing Classroom strategies including the Keys to Communication.
- Class strategies focussing on the meaning of bullying and the role of bystanders.
- Programs such as 'Friendly Schools and Families' and 'What's the Buzz'.
- Child Protection Curriculum
- On-line programs and websites eg [bullyingnoway.gov.au](http://bullyingnoway.gov.au) / [esafety.gov.au](http://esafety.gov.au)
- Restorative Justice and Circle Time
- Student voice and student leadership
- Focus on the school values of Respect, Co-operation, Persistence and Achievement.
- Teaching of Grievance Procedures

- Ongoing individualised strategies and processes for identified students (e.g. anger management / assertive training – bullies and victims)
- Twice-yearly wellbeing audits to identify issues to be addressed (base-line data)
- Community Police Liaison intervention if required.
- Staff Training & Development (e.g. crisis / response / counselling / management)
- Staff RAN training and up-date courses
- Recognition of Positive behaviour (e.g. Achievement / Aim High Awards / Principal's Awards, responsibilities / leadership roles within school)