ANTI – BULLYING POLICY

FIRM STATEMENT:

Our school community does not tolerate bullying. Bullying lowers self – esteem, interferes with everyone’s right to be respected, to learn and to be/feel safe.

DEFINITION:

Bullying is deliberate and repeated acts of hurting someone in a physical, verbal, psychological and/or emotional way.

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, hurting people’s feelings.
• 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.

AIMS TO ADDRESS BULLYING

• To create a bully-free environment at Salisbury Primary School where all students feel happy and safe.
• That the bully (with support) identifies, takes responsibility for and changes his/her behaviour.

WHAT DO WE DO ABOUT BULLYING

STUDENT RESPONSIBILITIES:

• Take action about any bullying as soon as it occurs (e.g. report to a staff member).
• Follow Grievance Procedures.

If being cyber bullied
• Collect evidence – do not delete emails or texts
  o 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
  o Games have a report system
Social media services also have a report system

- More information at 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:**

- Follow up/through to a resolution irrespective of degree.
  - Particularly with repeat offenders.
- Report to parents (inform).
- Document.
- Familiarise and collate all information to aid knowledge of reasons behind bullying.
- Teach explicit skills стрategies that empower students (e.g. Resilience programmes such as Program Achieve, Success Learning, Kimochis, Bounce Back, Character Strengths, Friendly Schools & Families and What’s the Buzz?)

**SENIOR STAFF RESPONSIBILITIES:**

- Document each incident.
- Discuss with students involved (at teacher’s discretion).
- Contact parents / care-providers.
- Contact/meet with all parties concerned.
- Implement/initiate consequences (e.g. Time-Out, Suspension / Exclusion procedures).
- Initiate interagency meetings as necessary.
- Continue to monitor.

**PARENT RESPONSIBILITIES:**

- Support school initiatives and programs.
- Discuss with child at home about the problem.
- Contact class teacher.
- Contact senior staff where necessary.
- Meet with senior staff where necessary re ongoing bullying behaviour.

**GRIEVANCE PROCEDURES**

**STOP:** Stay calm (e.g. count to ten).
  - Take a deep breath.
  - Am I safe?
  - Give yourself time to think about the problem.

**THINK:** What could I say? What could I do?
Can I start to solve this problem by myself?
- Should I ignore it?
- Should I tell the other person how I feel by making an assertive statement?
- Should I walk away?
- Should I talk to a friend or do I need assistance?
- Should I talk to a trusted adult at school or at home?

**DO:** 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.
- Get away from the situation.
- Find help.
- Go to a safe place within the school boundaries.
- Tell an adult you trust.
- Make sure it is followed up by persisting until the problem is solved.

**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

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

- ‘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 school counsellor, staff, parents, senior staff.
• Withdrawal of privileges (e.g. restricted yard play, roles within school).
• Time-out/Take home/Suspension/Exclusion.
• Ongoing individualised programmes with identified students.
• Police intervention.
• Ongoing monitoring/collection of data re: behaviour.

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

• ‘Friendly Schools and Families’
• ‘What’s the Buzz?’
• ‘Program Achieve’ Keys to Success
• ‘Success Learning’
• Wellbeing Classroom (Kimochis)
• Child Protection Curriculum
• On-line programs and websites eg bullyingnoway.gov.au / esafety.gov.au
• Restorative Justice and Circle Time
• Class meetings
• Student Values education
• Teaching of Grievance Procedures
• Ongoing individualised programmes for identified students (e.g. anger management / assertive training – bullies and victims)
• Yearly bully audit to identify issues to be addressed (base-line data)
• Community Police Liaison intervention
• Staff Training & Development (e.g. crisis / response / counselling / management)
• Staff RAN training and up-date courses
• Recognition of Positive behaviour (e.g. Positive Play, Achievement / Aim High Awards / Principal’s Awards, responsibilities / leadership roles within school)