

ANTI-BULLYING POLICY & PROCEDURES

Rationale

This policy is a component of the Supportive School Community and is consistent with:

- The National Safe Schools Framework 2004.
- State Government Anti – Discrimination Legislation.
- The Supportive School Communities Policy Framework 2003 – 2007

Aims

- The aim of this policy is to ensure that Kidman Park Primary School is free from bullying, for all members of the School community

Beliefs (At Kidman Park Primary School we believe that)

- Bullying is the systematic abuse of power.
- Bullying is not simply about difference. It may occur because of people's inability to accept and value difference.
- Bullying includes racist or sexual harassment or any other form of discriminatory behaviour.
- Bullying is everyone's business.
- Bullying can involve violence – visible and invisible.

Definition

- Bullying involves one or more students exerting power or dominance over another or others.
- Bullying behaviour is deliberate, unwelcome, uninvited and usually repeated.
- Bullying involves behaviour which is physical, verbal, psychological or social/relational.
- Bullying includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid.
- Bullying can have a serious long-term effect on the health and well being of young people.

Examples

- 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.
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- 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 (see Bystander's Code 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 form if appropriate.
- Refer the incident to a staff member if necessary.
- Offer the student target 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. eg. 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
- Inclusion in Curriculum

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.

Prevention strategies include

- Using the curriculum to teach students about respectful relationships, civics and citizenship. Some examples are Bounce Back, Values, Program Achieve and Social Skills.
- Developing programs to help students participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, anger management problem-solving.
- Teaching for and about diversity.
- Providing professional learning for staff in collaboration with local agencies.

Intervention strategies include

- Counselling students who have been bullied.
- Talking with parents or caregivers about the situation.
- Putting consequences in place for those who bully others.
- Teaching students to be better bystanders.
- Ensuring that all staff know how to address bullying effectively and respectfully.

Post-intervention strategies include

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Talking with parents or caregivers about strategies.
- Reviewing our yard duty procedures to make sure they are effective.
- Dealing with hotspots in the yard.
- Reviewing and evaluating behaviour codes and policies and procedures.

What can be done about bullying?

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

Tell someone you can trust.

- You could tell your friend, tell your teacher, the principal or the chaplain.
- Tell your parents or caregivers too.
- You could give the Kids Help Line a call on **FREECALL 1800 551 800**.

When to report

Report the bullying to a trusted adult 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 Kidman Park 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 three-year review cycle.