

SCHOOL ANTI-BULLYING POLICY

RATIONALE

At Karrendi Primary all members of the school community are entitled to a safe, secure and caring environment. It is EVERYONE'S responsibility to ensure this happens.

Bullying and harassment are issues which are treated very seriously as they can adversely affect a person's ability to work and learn. Therefore, we work hard to find solutions to stop bullying. Evidence suggests that the development of resilience and positive self-esteem can help protect people from the harmful effects of bullying, as well as help them build positive peer relationships.

OBJECTIVES

- All staff, students and parents/caregivers should have an understanding of what bullying is.
- All staff should know the Anti-Bullying Policy and follow it when bullying is reported.
- All students and parents/caregivers should know what to do if bullying occurs.

BULLYING IS

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

TYPES OF BULLYING

Physical: examples include -

hitting, punching, slapping, kicking, pushing, strangling, pinching, scratching, throwing things at someone, getting another person to harm someone, spitting, taking or damaging property

Verbal: examples include -

spoken or written insults, name calling, threats, racial harassment, demanding money or possessions, spreading rumours, trying to get another student not to like someone

Non-verbal: examples include -

threatening and/or rude gestures, deliberate exclusion from a group or activity
removing and hiding and/or damaging others' belongings

Social: examples include -

forming groups to leave out individuals, encouraging or organising someone else to be involved in any type of bullying or harassment

Cyber Bullying: examples include -

using email, voice and text messaging, social networking sites, photographic or video images

Graffiti: examples include -

using pictures, tags or words

Sexual Harassment: examples include -

inappropriate touching, touching someone when they don't want to be touched, not respecting personal space, teasing about boyfriend/girlfriend, unacceptable sexual comments/actions

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BULLYING BEHAVIOUR

Deliberate and repeated name-calling, making sexist or racist remarks, spreading rumours, texting abusive messages and threatening someone or excluding someone from games and groups are all examples of bullying or harassment.

Not all distressing or hurtful behaviour is bullying. For example: a single incident of malicious or aggressive behaviour.

Bullying and harassment are repeated actions. A single incident may still be responded to as part of our school's behaviour management processes as unacceptable behaviour.

Although social rejection can be hurtful, it is not bullying unless accompanied by repeated and deliberate attempts to distress or hurt.

Arguments can be distressing but it is not bullying when two people are upset and neither one is misusing power over the other. Conflict may still give rise to unacceptable behaviour which will be responded to as part of our behaviour management processes.

However, cyber-bullying can occur from a single act when the message or picture is sent to more than one person. For example, a bully may only press 'send' once, but the choice to send the message to multiple addresses, makes the action more than a single incident.

WHAT YOU CAN DO ABOUT BULLYING?

If you are bullied or know someone who is being bullied, and other positive strategies have not been successful, please report it.

WHO TO REPORT IT TO

Tell your teacher or another adult and your parents or caregivers.

HOW TO REPORT IT

Tell the trusted adult where the bullying happened, how often it has happened and what you have done to try and stop it.

WHEN TO REPORT IT

Report it in the early stages. Do not leave it too long. Bullying is damaging.

WHAT DO WE DO ABOUT INCIDENTS OF BULLYING

- We listen and talk to the person who has been bullied and the person who has bullied.
- We actively work to even the balance, to repair and prevent the repetition of bullying and harassment by using Restorative and Positive Education Practices.
- We put negotiated consequences in place if this is required. Consequences allow for flexibility depending on the nature, severity and extent of the bullying.
- Consequences may include time out, suspension or exclusion.

STAFF MAY ALSO:

- Support students to deal with conflict and counsel students who have been bullied
- Talk with parents and caregivers about the situation
- Set up processes to monitor the situation

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WHAT DO WE DO TO REDUCE BULLYING?

Strategies include:

- maintain a strong whole site emphasis on our school values
- integrate Positive Education methodologies and strategies across the curriculum
- teach students about violence prevention, conflict resolution, anger management and problem solving
- use the curriculum to teach about respectful relationships, civics and citizenship
- teach for and about diversity
- develop programs to help students participate and have a say in their learning
- teach students about the role of bystanders, the expectations and responsibilities
- monitor situations between students to ensure their safety and wellbeing are maintained
- use restorative practices to maintain relationships
- foster positive relationships amongst all members of the school community
- work in partnership with outside agencies to provide supplementary programs for targeted students
- remain alert to the dynamics between individuals and groups

IF YOUR CHILD IS BEING BULLIED

- listen calmly to your child
- discourage any planned retaliation, either physical or verbal
- encourage positive strategies such as;
 - using a strong, confident voice to tell the bully “Leave me alone”
 - walking away and informing a teacher

Let your child know that reporting about the bullying or harassment is the right thing to do. If necessary, assist your child in discussing the problem with their class teacher.

IF YOUR CHILD IS BEING BULLIED

Who to Contact:

The Class Teacher (firstly), the School Counsellor or Principal

KARRENDI PS: 08 8258 3612

Kids Help Line: 1800 551 800

Parent Help Line: 1300 364 100

Education Complaint Unit: 1800 677 425

Valuable Resources

www.bullyingnoway.com.au

www.kidshelp.com.au

www.racismnoway.com.au

www.beyondblue.org.au

www.esafety.gov.au