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ANTI-BULLYING POLICY

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RATIONALE

At Port Noarlunga 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.

BULLYING IS...

Bullying is **repeated** verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying via information and communication technologies (including, but not restricted to, social media, messaging service etc).

Conflict or fights between equals and single incidents are not defined as bullying.

Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

TYPES OF BULLYING

Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age ability or disability that offends, humiliates, intimidates or creates a hostile environment.

Discrimination

Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability. Discrimination is often ongoing and commonly involves exclusion or rejection.

Violence

Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. Violence may involve provoked acts and can be a single incident, a random act or can occur over time.

Cyber bullying

Cyber bullying is a term used to describe bullying that is carried out through internet or mobile phone technologies. It is often combined with off-line bullying. It may include a combination of behaviours such as pranking (i.e. hang-up calls), sending insulting text messages, publishing someone's private information, creating hate sites or implementing social exclusion campaigns in social networking sites. It is also cyber bullying when student(s) use technology to run a multi-step campaign to bully another student, e.g. setting another student up to be assaulted, video-recording their humiliation, posting the recording online and then sending the website to others.

WHAT YOU CAN DO ABOUT BULLYING?

Who to report it to:

- A teacher or another adult within the school (student or parent option)
- Your parents or caregivers (student option)
- The Front Office staff who will then direct your concerns to the appropriate person (parent option)

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:

Report bullying in the early stages. Do not leave it too long. When bullying is ignored it may get worse.

Responsibilities of leadership team, teachers, students and parents:

Like all DECD schools, we work within the guidelines of the School Discipline Policy.

A range of consequences may be used for students who bully and harass, including time spent out of the classroom or playground. We will initiate a Student Development Plan in response to unacceptable behaviour of students.

Principals can suspend and/or exclude students from school, even if the behaviour occurred outside of school hours or off site, including cyber bullying. Police may also need to be contacted if the behaviour is considered illegal (e.g. sexting).

Staff may also;

- Talk with students involved and help them to solve the problem.
- Teach students about dealing with conflict and anger.
- Teach students about care and respect for themselves and others.

HOW DO I RECOGNISE A STUDENT WHO IS BEING BULLIED?

Students affected by bullying and harassment may not talk about it with their teachers or the School Counsellor. They may be afraid that it will only make things worse, or that it is wrong to tell tales or 'dob-in' other students.

When people are bullied or harassed they may feel angry, embarrassed, frightened, humiliated or uncomfortable, scared or unsafe.

Some signs a child or young person is being bullied or harassed may be:

- Reduced ability to concentrate and learn.
- Refusal to attend school, excuses not to go.
- Unexplained cuts, bruises or scratches.
- Stolen or damaged possessions/clothing.
- Headaches or stomach aches.
- Asking for extra pocket money or food.
- Acting out, tearful, sadness, lack of interest in usual activities.
- Unwillingness to discuss (or secrecy about) their online communications (e.g. mobile phone texts, Facebook comments).

OTHER CONSIDERATIONS AND ACTIONS

When dealing with bullying and harassment incidents we use flexibility and consider all needs of the students involved, including (but not restricted to): students with disabilities (including learning disabilities), students with different learning abilities, ATSI students, students under Guardianship of the Minister, students of same sex attraction.

We do not use a 'one size fits all' approach, as each incident and the students involved are different: e.g. it is depending on the nature, severity and the extent of the bullying.

WHAT DO WE DO ABOUT INCIDENTS OF BULLYING?

- We will listen and talk to the person who has been bullied and the person who has bullied others.
- We will actively work to even the balance, to repair and prevent the repetition of bullying and harassment by using Restorative Practices.
- We will put negotiated consequences in place if this is required. Consequences will 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.
- Counsel students who have been bullied.
- Counsel and support students who bully others to deal with conflict appropriately.
- Talk with parents and caregivers about the situation.
- Set up processes to monitor the situation.

Bullying and harassment are issues which are treated very seriously.

We deal with unacceptable behaviour and work hard to find solutions to stop the bullying and ensure students know how to deal with such incidents to feel safe at school.

PREVENTION AND INTERVENTION STRATEGIES

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships, civics and citizenship. This includes the Keeping Safe: Child Protection Curriculum.
- Developing programs to help students participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policies which promote student safety.
- Teaching for and about diversity and tolerance.
- Providing professional learning for staff in collaboration with local agencies.
- Play is the way games and language.
- Values education.
- Specific social skills programs such as “What’s the Buzz”.

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 not to be bystanders, to get involved and seek an adult to intervene if needed.
- Ensuring all staff know how to address bullying effectively and respectfully.
- The School Counsellor to conducting regular bully audits.

Post-intervention strategies include:

- Monitoring the situation between the students to ensure their safety and wellbeing are maintained.
- Talking with parents or caregivers about ongoing 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.

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
 - Staying away from the place where the bullying is occurring.
 - Don't react; just walk away with your head high.
 - Don't show that you are scared, even though you might be.
 - Tell the bully "Leave me alone" and walk away confidently.
- Let your child know that telling about the bullying or harassment is the right thing to do.
- If necessary, assist your child in discussing the problem with a teacher or member of the school leadership team

DOCUMENTED PROCESSES

- EDSAS recording
- Office Time Out Form
- Counsellor Chat Request Form (students)
- Counsellor Request Form (staff)
- Advice to parents

VALUABLE RESOURCES

- Valuable Resources
- www.bullyingnoway.com.au
- DECD Parent Help Line: 1800 222 696
- Kids Help Line: 1800 551 800
- Child and Youth Health Parent Help Line: 1300 364 100
- kidshelp.com.au
- Parenting SA: www.parenting.sa.gov.au

Ratified by Staff and Governing Council.