Anti-Bullying Policy

Document Updated: Term 3 2025

Rationale

At Port Noarlunga Primary School, every member of our community is entitled to a safe, inclusive, and caring environment. Bullying and harassment are taken very seriously as they can negatively impact wellbeing, relationships, and learning outcomes.

Our school is committed to building a culture of Kindness, Inclusion and Respect, where students feel confident to report bullying and know that their concerns will be addressed. We also focus on developing resilience, social skills, and positive self-esteem to reduce the impact of bullying and support healthy peer relationships.

Definition of Bullying

- Bullying is **repeated verbal, physical, social, or psychological behaviour** that is harmful and involves the misuse of power by an individual or group.
- **Cyberbullying** refers to bullying carried out through information and communication technologies, such as social media, messaging services, and online platforms.
- Conflict or single incidents between equals are not classified as bullying, however they will still be addressed as inappropriate behaviour.
- Bullying of any kind can cause lasting harm to those directly involved and to bystanders.

Types of Bullying

- **Harassment**: behaviour targeting an individual/group based on identity, race, culture, religion, gender, sexual orientation, disability, or other characteristics that offends, humiliates, or intimidates.
- **Discrimination**: unfair treatment based on personal attributes, often involving exclusion or rejection.
- **Violence**: the intentional use of force or power, either threatened or actual, that causes harm or injury.
- **Cyberbullying**: bullying conducted via digital technologies, including pranks, sending harmful messages, publishing private information, exclusion campaigns, or coordinated online harassment.

Reporting Bullying

Who to report to:

- A teacher or trusted adult at school
- Parents/caregivers
- Front Office staff (who will direct concerns to the appropriate person)

How to report:

- Explain where and when the bullying occurred, how often, and what actions have already been taken to try and stop it.

When to report:

- As early as possible. Prompt reporting allows for quicker intervention and reduces escalation.

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Responsibilities

Leadership Team

- Ensure bullying incidents are taken seriously and investigated promptly.
- Document interventions and outcomes in EMS.
- Work with families, teachers, and students to resolve incidents.
- Apply appropriate consequences, which may include time out, suspension, or exclusion in line with Department for Education policy.
- Refer matters to SA Police if behaviour is unlawful (e.g. threats, sexting).
- Promote a whole-school culture of respect and wellbeing.

Teachers

- Actively monitor and respond to bullying concerns.
- Teach and model respectful behaviour, problem solving, and conflict resolution.
- Support restorative practices where appropriate.
- Notify leadership if bullying is ongoing or severe.
- Record actions and interventions in student files/EMS.

Student Wellbeing Leader

- Provide support, and strategies to students affected by bullying.
- Support students who engage in bullying behaviour to make positive changes.
- Monitor ongoing situations and check in with families.
- Provide leadership in prevention programs, wellbeing initiatives, and staff development.

Students

- Treat others with respect and care.
- Report bullying to a trusted adult.
- Support peers by refusing to be a bystander and seeking help when others are being bullied.

Parents/Caregivers

- Listen calmly to their child and provide reassurance.
- Report concerns to the school promptly.
- Encourage their child to use positive strategies (e.g. assertive language, walking away, seeking help).
- Avoid encouraging retaliation.
- Work in partnership with the school to resolve issues.
- Responding to Bullying

When bullying is reported, the school will:

- Listen to and support both the student who has been bullied and the student who has bullied others.
- Apply restorative practices to repair relationships where possible.
- Put in place negotiated consequences that are flexible and proportionate.
- Provide support and ongoing monitoring.
- Involve parents/caregivers in discussions and strategies.

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Prevention and Intervention Strategies

Prevention

- Use the curriculum to teach respectful relationships and protective behaviours (including the Keeping Safe: Child Protection Curriculum).
- Deliver programs that build student voice and participation.
- Promote diversity, tolerance, and inclusion.
- Incorporate wellbeing programs such as Play Wagons.
- Provide professional learning for staff.

Intervention

- Counselling and support for students who are bullied.
- Consequences for students who engage in bullying.
- Education for students about the role of bystanders.
- Support for students who bully others to develop positive behaviour strategies.

Post-Intervention

- Monitor ongoing situations for safety and wellbeing.
- Communicate regularly with families.
- Review yard duty procedures and address bullying "hotspots."
- Regularly evaluate the effectiveness of school policies and processes.

Resources

- Bullying No Way – www.bullyingnoway.gov.au
- Kids Helpline – 1800 55 1800 | kidshelpline.com.au
- Parent Helpline (SA) – 1300 364 100

Monitoring and Review

- Bullying incidents are recorded and tracked in EMS.
- Strategies and interventions are reviewed regularly by leadership and staff.

This policy will be reviewed every three years, or earlier if required.