

ANTI BULLYING POLICY

ROBE PRIMARY SCHOOL IS COMMITTED TO PROVIDING A SAFE AND CARING ENVIRONMENT THAT FOSTERS RESPECT AND ACCEPTANCE FOR OTHERS. AND BULLYING, HARRASSMENT OR VIOLENCE OF ANY FORM WILL NOT BE TOLERATED.

DEFINITION OF BULLYING

- Bullying is an ongoing act of aggression causing embarrassment, pain or discomfort to another.
- Elements of bullying include – wanting to hurt someone, acting on this desire, the action is hurtful, an imbalance of power, no reason for the action, is persistent and the bully gets pleasure from hurting the victim.
- It can be planned and organised or it may be unintentional.
- Individuals or groups may be involved.

Bullying can take many forms. We consider the following behaviours to be bullying:

Physical

- hitting, kicking, punching
- pushing, shoving, spitting
- making rude gestures
- taking or damaging something which belongs to someone else
- forcing others to hand over food, money or something which belongs to them
- making someone do something they don't want to

Verbal

- name calling
- teasing
- threatening
- making fun of someone because of their appearance, physical characteristics or cultural background
- making fun of someone's actions

Sexual harassment

- harassment that occurs in connection with a person's gender, sexual orientation or physical appearance
- inappropriate or unwanted touching
- using sexual words to put someone down

Indirect

- excluding others from the game or group
- spreading stories about others
- spreading untrue stories about others
- harassment or threatening messages or posts on social media or mobile phones.

SIGNS OF BULLYING:

Students who are being bullied may not talk about it with teachers, peers or parents. This may be out of fear that it will make the situation worse, or the victim may feel embarrassed to talk about it.

SIGNS:

- unexplained cuts, bruises or injuries
- damaged or ripped clothing
- unexplained headaches, stomach aches, general unwell appearance or feeling
- refusal to go to school
- asking for extra pocket money or food
- tearfulness, anxiety
- trouble sleeping
- secretive behaviour with mobile phones and devices
- obsession with social networking pages
- withdrawn from family, friends
- relationship breakdown

STRATEGIES TO DEAL WITH BULLYING

At Robe Primary School we will:

- Openly talk about bullying – what it is, how it affects us and what we can do about it.
- Teach our children the skills which will build their self-esteem and empower them to take the responsibility for themselves – and give them the opportunity to practise these skills.
- Teach our students 'Resilience' skills through various methods and programs.
- Implement the policy which clearly states what actions we will take to deal with bullying behaviour.
- Encourage and promote attitudes that reflect our school values of Respect, Integrity and Courage.

Responsibilities of children:

- to 'tell' a trusted adult (eg. a parent, teacher, staff member) if they are being bullied or if they see someone else being bullied – both at school and on the way to or from school.
- to help someone who is being bullied.
- to not bully others.
- To not be a bystander, speak up and seek help.

Responsibilities of staff:

- Familiarise themselves and students with school Anti-bullying document
- be positive role models in word and action at all times.
- ensure that our classroom management practices support respect and acceptance towards others.
- be observant to signs of distress or suspected incidents of bullying.
- deal with all reported and observed incidences of bullying as set out in this policy.
- arrive at class on time and move appropriately between lessons including specialist lessons
- report incidences of bullying to the Well- being coordinator or Principal if this is warranted.

Responsibilities of parents

- to watch for signs that their child may be being bullied (refer to signs of bullying)
- to speak to someone on staff (classroom teacher first) if their child is being bullied, or they suspect that this is happening.
- to encourage their child to 'tell' if they are bullied or if a child they know is being bullied.

REPORTING BULLYING

- Incidences of bullying can be reported to any teacher, the Well-being coordinator or the Principal by children and their parents. Any bullying incidences that are dealt with will be recorded.

PROCEDURES FOR REPORTED INCIDENCE OF BULLYING:

Steps to be followed upon report of bullying:

- Incidents of bullying reported
- Appropriate person interviews alleged perpetrator, victim and any bystanders to establish facts.

Act of bullying verified:

- Appropriate person counsels so that person who bullied is aware of the effect on victim.
- Appropriate person ensures the perpetrator acts in a responsible and constructive way to remedy the situation (written or verbal apology also needs to be given)
- Teacher puts appropriate steps from Behaviour Management Policy in place (withdrawal, detention, etc)
- Teacher and student fill out a Bullying incident form which is sent home for discussion and parent signature.
- Administration files 'Bullying Incident Form'.

Incidence of bullying:

- Appropriate person notifies parents and an interview time is made
- Incident is recorded on a 'Bullying Report'
- Bullying Report is filed in Administration area

If further incidence of the bullying cycle occurs:

- Teacher, in collaboration with Principal, to interview student and their parents
- Principal to make clear consequences of repeat occurrence
- Counselling (on a private basis) is recommended for student who bullied
- Further action (internal/external suspension, termination of enrolment) is at the prerogative of the Principal and/or School Council.

Act of bullying not verified: Teacher to record incident.

EVALUATION

The frequency or continuation of bullying will be monitored after six months and then after twelve months, alongside the effectiveness of the procedures as stated above. It will be evaluated by:

- Noting if there has been a reduction in reporting or observed incidences of bullying.
- Speaking to parents who have reported incidences to find out if the problem has been resolved.