



# Reidy Park Primary School Anti-Bullying Policy

Reidy Park Primary School is committed to providing a safe and orderly environment for students to learn and interact with others. Members of the school community will uphold the values of Care, Courage and Respect in striving to achieve this goal.

## What is bullying?

Bullying is a deliberate action which repeatedly threatens the safety and wellbeing of an individual or group. Bullying may be a physical, verbal or indirect/relational and intended to cause physical or psychological harm.

## What is harassment?

Harassment is any behaviour that is uninvited, unwelcome and unwanted that can cause another person to feel hurt or uncomfortable.

## What bullying is not.

Many distressing behaviours are not examples of bullying, even though they are unpleasant and often require teacher intervention. These include:

*Mutual Conflict:* involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution.

*Social rejection or dislike:* is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

*Single episode acts:* nastiness or physical aggression are not the same as being bullied. If someone is verbally abused or pushed on one occasion they are not being bullied. However this does not mean these behaviours are ignored.

## Types of Bullying.

Type	Examples of repetitive behaviours
<b>Physical</b>	Hitting, slapping, punching. Kicking. Pushing. Throwing objects.
<b>Non Physical</b>	Hurtful name calling. Teasing. Demanding money or possessions. Spreading rumours.
<b>Non verbal/Indirect</b>	Threatening/obscene gestures. Deliberate exclusion from an activity & 'setting up'. Removing/hiding others' belongings.
<b>Cyber Bullying</b>	Hurtful emails, text messages, chat room conversations/other multi media forums.

<b>Racial/Religious/ Sexual/Disability</b>	Inappropriate touching and actions. Inappropriate conversations/comments.
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## Bystanders.

A bystander is someone who sees the bullying or knows that it is happening to someone else. Bystanders can be identified in the following categories:

- Supporters: Support the person bullying, either by helping the child to bully the other person or by encouraging the person bullying.
- Spectators: Gather or deliberately stay to watch the incident.
- Witnesses: Are aware that the incident is occurring (know about the bullying or see it from a distance).

## What Can I Do?

If Bullying is happening to you, or someone else:

- Tell the student who is bullying to stop. State quite clearly that the behaviour is unwelcome and offensive
- Ignore them and walk away
- Be a friend to the person being bullied
- Encourage the person being bullied to inform someone
- Seek help. Talk about it to someone you trust
- Report it to a member of staff, a trustworthy friend or buddy. Feel confident that an incident can be solved; **'We solve problems by talking to others'**
- Talk it over openly with your parents; they can help you make a decision
- Write a description of the event and give it to the teacher

## Are You Being a Bully?

- Do you repeatedly tease, abuse or hit others?
- Do you call people names?
- Do you belong to a group that hurts or insults others?

## How Can Parents Help?

As Parents You Can:

- Be positive about your child's qualities and encourage your child to be tolerant and caring.
- Assist you child to discuss the problem with a teacher.
- Discourage any planned retaliation, either physical or verbal, if your child is bullied by discussing positive strategies they can use.

## As Staff We Will:

- Adopt positive classroom management strategies and incorporate anti-bullying messages in the curriculum.
- Provide positive role models for students.

- Actively counteract bullying behaviour.
- Respond appropriately to any reported incident of bullying.
- Be obviously present during recess and lunchtimes when you are on duty, as a deterrent to possible incidents of bullying.

### **Responses To Bullying.**

- You will be spoken to by your classroom / yard duty teacher. You will be given the opportunity to resolve the situation and discuss the issue with the person you bullied (if appropriate).
- The issue will be incident recorded.
- We use the 'Restorative Practise' approach to deal with incidents of bullying. Restorative Practise creates opportunities for those involved in a conflict to work together to understand, clarify and resolve the situation and work together towards repairing the harm caused. This process is applied when deemed a suitable strategy for dealing with a particular situation. **Restorative Questions** can be used when working through an issue/behaviour. The following questions enable a fair process to be facilitated:
  - What happened?
  - What were you thinking at the time?
  - What have you thought about since?
  - Who has been affected by what you have done?
- If this approach is not effective or applicable to the situation the application of the school's behaviour management policy provides guidelines for addressing this behavior

### **Consequences for Bullying**

As stated in the school's behavior management policy, if inappropriate behaviour persists, then the class teacher and leadership staff will consider:

- Further parent contact
- Behaviour contract
- Yard restrictions
- Class/admin time out
- Involving behaviour support agency

### **Promoting Positive Behaviours.**

At Reidy Park Primary School we aim to promote positive behaviours around the issues of bullying and harassment in a number of ways including:

- The implementation of the 'Setting Up For Success' program at the beginning of the year.
- Sharing of good practice by teachers throughout the year.

- Student Voice is encouraged through class meetings and SRC.
- School Values Awards at assemblies.
- Staff training and development.

### **Additional Information.**

If families are unhappy with the outcome of an incident please refer to the Reidy Park Primary School Parent Complaints Brochure.

### **Cyber Safety Perspectives**

Cyber Safety encompasses technology such as the Internet and electronic communication devices including mobile phones and other wireless technology. It is important to both protect and teach children, students and adults, while they learn to use ICTs and become responsible digital citizens. This includes adults thinking ahead of new risks and children learning how to avoid exposure to inappropriate material or activities, and protecting themselves online. They need to learn how to use ICTs, including mobile technologies and social networking sites, in responsible and ethical ways. In addition, they need to feel confident about alerting the adults in their lives when they are feeling unsafe, threatened, bullied or exposed to inappropriate events.

Cyber-safety Use Agreements must be in place for all children and students. Policies are implemented in the form of written agreements, signed by parents and students (or for younger students, parents only).

### **Steps we take at school**

- Teach strategies for personal safety and advise students that they should not reveal personal or identifying information (eg passwords, names, images, telephone numbers)
- Teach topics and use resources contained in the Keeping Safe: Child Protection Curriculum.
- Encourage students to inform the teacher if they come across inappropriate material or anything online that makes them feel uncomfortable.
- Use of a filtered service when accessing the internet. All access is through the DECD service which is designed to filter out inappropriate material.

Handling of cyber-safety complaints.

- Prompt action will be required if a complaint is made.
- The facts of the situation need to be established.
- Appropriate sanctions will align with the school's behavior policy, and in more serious situations, Police will be contacted.