

WHYALLA TOWN PRIMARY SCHOOL ANTI-BULLYING POLICY

At Whyalla Town Primary School we want all students to feel safe, therefore we take bullying seriously.

This policy explains what bullying is, how bullying can be reported and what we will do to stop it happening.

At Whyalla Town Primary School we believe that:

- Bullying is everyone's business
- Bullying is the systematic abuse of power
- Bullying can involve violence
- Everyone has the right to be safe so they can learn and have fun
- We can help ourselves to be safe by talking to people we trust
- We care for and help others to be safe
- Bullying is not simply about difference. It may occur because of people's inability to accept and value difference
- Bullying is any form of discriminatory behaviour including racial or sexual harassment
- We all have a responsibility to help stop bullying

Students, staff, parents and carers at Whyalla Town Primary School have the right to be in an environment free of bullying and (if bullied) to be provided with help and support.

Students, staff, parents and carers at Whyalla Town Primary School have a responsibility to abstain personally from bullying others in any way, and to actively seek to stop bullying when it occurs.

A definition of bullying

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. Cyber-bullying refers to bullying through information and communication technologies. BULLYING IS HARMFUL.

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

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

Examples of bullying are but not limited to:

Physical:

- pushing, touching, grabbing, looks, stares, facial expressions, gestures, spitting, taking or damaging property, repeatedly kicking or hitting

Verbal or written:

- spoken or written insults, threats, suggestive comments, teasing, name-calling, unfair criticism, spreading rumours
- Cyberbullying through email, voice and text messaging, social networking sites, photographic and video images

Social:

- forming groups to leave out, ignore and disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying
- Using pictures, tags or words
- Damaging, removing or hiding belongings of others
- Excluding or isolating someone on purpose
- Teasing or name calling
- Demands for money or possessions
- Sexual or racial harassment
- Any form of discriminatory behaviour: sexual, racial or disability

Some signs that a student may be being bullied are:

- Damaged or ripped clothes
- Vague headaches or stomach aches
- Refusal to go to school
- Asking for extra pocket money or food
- Tearfulness, anxiety or difficulty sleeping
- Hiding information on mobile phones, emails or in comments on their social networking pages

What students can do about bullying

If you are bullied or you know someone who is being bullied it is your responsibility to report it.

Who to report to

- Report the bullying to a trusted adult as soon as possible. This person can be an SSO, teacher, parent, carer, relative etc

How to report:

- Immediately tell the teacher or the trusted adult where the bullying happened, how often it has happened and what you have done to try to stop it happening
- Complete the bullying reporting slip in your classroom and give to your teacher

When to report:

- Report the bullying as soon as it happens, do not ignore it. When bullying is ignored it may get worse
- Persist until the situation is resolved. Keep reporting

Anti-Bullying Action Plan:

Be assertive: Stand up for yourself in a positive way. If you look confident when you respond, the person who is bullying will know you mean what you say

“I don’t think the comments you’re making are funny” **Report this behaviour to your trusted adult**

Use Humour: This can be effective in teasing situations (verbal bullying), but may not be appropriate for every situation. A strategy to use is to agree with them

“Your hair is disgusting!” “Thank you, that is very nice of you to notice” **Report this behaviour to your trusted adult**

Avoid the situation: Stay away from the people who bully you or the place where it happens. Find ways to be around more positive people, i.e. join lunch time activities. **Report this behaviour to your trusted adult**

Ignore the bullying: Walk away and use positive self talk to help boost your confidence e.g.

“I don’t deserve to be treated like this. I’m not the one with the problem” **Report this behaviour to your trusted adult**

Ask for help: When other strategies you have tried are not working or you feel you can not deal with situations yourself, you should ask for help. Asking for help is not dobbing

Persist until the situation is resolved

What 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
- The severity and seriousness of the bullying will be assessed and appropriate action taken. This may include informal talks, counselling, time out, restricted play, interviews with parents and suspension or exclusion (Consequences may vary depending on what happened)
- We will seek to help everyone involved to improve their relationship with each other
- Support the person who has been bullied or the person using bullying behaviour

It is important to note that the process will change for each situation. Each person is different and each occurrence of bullying is different.

What does a bully free environment look like?

- Students helping each other and including others in activities
- Students feeling safe to learn in an environment where it is okay to take risks
- Students helping each other by showing respect
- Students trusting their friends to display honesty at all times
- Everyone’s values and opinions are respected, valued and listened to

What can upstanders do?

An upstander is someone who sees the bullying or knows that it is happening to someone else and will do something to stop it. If you see someone being bullied you could:

- Ask a teacher or support person for help
- Let the person displaying bullying behaviour know what they are doing is bullying
- Refuse to join in with the person who is bullying and walk away
- Support the person who is being bullied. Walk up to them and invite them to come play with you and your friends
- **Report any of the above behaviour to your trusted adult**

What we do at Whyalla Town Primary School to reduce bullying

At Whyalla Town Primary School we use **prevention, intervention** and **post-intervention** strategies.

Prevention strategies include:

- Using the curriculum to teach students about civics, respectful relationships and citizenship
- Teaching students about protective behaviours, conflict resolution and problem solving
- All students involved in Anti-Bullying workshops at the beginning of each year and a refresher at the beginning of each term. Promote Anti-bullying messages to whole school at assembly each term
- Positive psychology strategies implemented in all classes
- Clear class, yard rules and consequences negotiated with students
- Implementation of the Child Protection Curriculum R-7
- Implementation of Programme Achieve R-7
- Promoting wellbeing, resilience and diversity through respect, friendship and fun in the health programme
- Implementation of a range of programmes by external providers
- Develop programmes to help students participate and have a say in their learning
- Develop policies which promote student safety and co-operation
- Provide professional development for staff

Intervention strategies include:

- Counselling students who have been involved in bullying (victims and perpetrators)
- Talking with parents or care-givers about the situation
- Putting consequences in place for those who bully others
- Empowering students to be proactive and to act against bullying
- Teaching students proactive strategies for being upstanders
- All staff receive training in how to address bullying effectively and respectfully
- All staff are supported to deal with bullying when the need arises
- Plans developed to support students to develop skills and strategies to interact positively with others
- Targeted learning implemented such as Skill Streaming and What's the Buzz to build student capacity to deal with and understand the impact of bullying
- Speaking with the school's Student Wellbeing Leader/ Pastoral Care Worker

Post-intervention strategies include:

- Monitoring the situation between the students to ensure their safety and wellbeing are maintained
- Reviewing our yard duty procedures to ensure they are effective
- Reviewing and evaluating behaviour codes
- Reviewing learning programmes to gauge the effectiveness and transference of learning.
- Regular updates to be presented to Governing Council of the effectiveness of the programmes implemented
- Talking with parents about strategies
- Reviewing existing policies to make sure they are effective, in particular behaviour management and yard policies

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| This policy was ratified by Governing Council on | 2018 |
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| This policy will be reviewed | 2021 |
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