



ANTI-BULLYING POLICY – Implementation Procedures 2018

Policy Statement

Context

Bullying is not acceptable in any form at Kearsley Public School. Students have the right to expect that they will spend the school day free from fear of bullying, intimidation and harassment. Kearsley Public School follows the Department of Education - *Bullying: Preventing and Responding to Student Bullying in Schools Policy.*'

Bullying:

- devalues, isolates and frightens
- affects an individual's ability to achieve
- has long term effects on those engaging in bullying behaviour, subjects of bullying behaviour and the onlookers or bystanders

At Kearsley Public School, teachers, students, parents, caregivers and the wider community work together to address bullying and bullying behaviour.

What Is Bullying?

Bullying can be described as intentional, repeated behaviour by an individual or individuals that cause distress, hurt or undue pressure. Bullying involves the abuse of power in relationships, and bullying can involve all forms of harassment, including:

- Culture
- Ethnicity
- Gender
- Sexuality
- Economic status
- Religion
- Disability
- Age
- Appearance
- Marital status

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

Bullying behaviour can come in many forms for example:

- **verbal** eg. name calling, teasing, abuse, putdowns, sarcasm, intimidation
- **physical** eg. hitting, punching, kicking, scratching, tripping, spitting, biting
- **social** eg. ignoring, excluding, ostracizing, alienating
- **psychological** eg. spreading rumours, dirty looks, hiding
- **Sexual bullying** eg unwanted touching or brushing against someone, picking on someone because of their sexual orientation
- **Cyber bullying** eg insulting someone in chat rooms, sending cruel or threatening emails/text messages; using the web, chat rooms or mobile phones to spread rumours or information about someone

Statement of Purpose

Students attend Kearsley Public School to participate in quality education that will help them become lifelong learners who can create a positive future for themselves and their peers. Any inappropriate behaviour that gets in the way of teaching and learning and interferes with the well being of our students cannot be accepted.

Students, teachers, parents and caregivers of Kearsley Public School expect

- that students will be safe at school, free from bullying, harassment or intimidation
- to be involved the collaborative development of the school Anti-Bullying Plan
- to know what is expected of them and others in relation to the Anti-Bullying Plan
- that all students will be provided with appropriate support if they are bullied.

Students at Kearsley Public School can expect to

- know that their concerns will be responded to by school staff
- be provided with appropriate support (for both subjects of bullying and instigators of bullying)
- take part in learning experiences that address key understandings in developing relationships, safety, gender equity, discrimination, bullying and harassment through the PD/H/PE KLA.

Students at Kearsley Public School have a responsibility to

- behave appropriately, respecting individual differences.
- follow the Anti-Bullying Plan.
- respond to incidents of bullying according to the school Anti-Bullying Plan.

Parents and Caregivers have a responsibility to

- support their children in all aspects of their learning.
- be aware of the school Anti-Bullying Plan and assist their children to develop appropriate forms of behaviour.
- support their children in developing positive responses to incidents and to follow the Anti-Bullying Plan.
- support all students of the school to deal effectively with bullying behaviour through the Anti-Bullying Plan.

Teachers have a responsibility to

- respect and support students in all aspects of their learning.
- model appropriate behaviour.
- respond in an appropriate and timely manner to incidents of bullying in accordance with the school Anti-Bullying Plan.

The school has a responsibility to

- implement an Anti-Bullying Plan which clearly identifies both the behaviours and the consequences for dealing with bullying in the classroom and the playground.
- inform students, parents and caregivers about the Anti-Bullying Plan.
- provide students with strategies to respond positively to incidents concerning bullying and their responsibilities as bystanders or observers.
- Follow up complaints of bullying, harassment and intimidation.

Strategies to Prevent Bullying

At Kearsley Public School the following strategies are utilised to effectively teach the skills necessary to eliminate bullying behaviours.

- Students participate in co-operative learning experiences that promote positive peer relations, social skills and resiliency – group tasks in KLAs.
- Students are encouraged to demonstrate their understanding, value and respect for themselves and for others - recognising individual and group achievement.
- Students are provided with opportunities to practice constructive communication and conflict resolution skills, class, house, team meetings.
- Student Representative Council empowers students with democratic decision making opportunities.
- Playground competitions and activities.
- Use of computers and library facilities during lunch breaks.
- Buddy program for Kindergarten students.
- Participation in team sports throughout the year.

Strategies to Deal with Bullying

Kearsley Public School will deal with bullies quickly and effectively.

Bullying incidents will result in consequences from the School Discipline Management Policy

Reporting Bullying Behaviour

Students will direct their concerns to their class teacher or duty teacher in the first instance.

Parents/Caregivers will direct their concerns to the class teacher first.

Teachers will direct their concerns to their Assistant Principal or Principal.

The following is a framework for action following a report of an incident that involves bullying.

- Assure the student that the problem reported will be addressed and provide immediate and on-going support.
- Investigate the problem raised.
- Treat everyone involved with fairness.
- Take action that is appropriate to the particular circumstances.

Action for serious incidents that involve bullying behaviour will include:

- Parent/Caregiver involvement.
- Social Skills Program
- Counselling
- Red Card/Suspension

Monitoring and Evaluating the Anti-Bullying Plan

The Anti-Bullying Plan will be reviewed annually so that students and staff are aware of and remain committed to it. This review will provide opportunities to reflect upon current practices concerning student behaviour and bullying.

Strategies to Review the Anti-Bullying Plan

The school will gather and analyse all relevant information concerning bullying each semester. This will include the identification of trends or patterns that may need to be addressed by the school. Disciplinary action taken with students will be reviewed regularly.