Flinders View Primary School
Anti-Bullying Policy

At Flinders View Primary School we strive to create safe conditions for rigorous learning, where students can be a part of a community free from physical violence, verbal abuse, harassment and bullying. It is everyone's responsibility to ensure this happens. Bullying, harassment and violence are issues which are treated very seriously as they can adversely affect a person's ability to learn and one's social and emotional wellbeing both in the present and in the future.

OUR RIGHTS

All students and all staff all have four rights, safety, and respect, to learn and to teach

1. **Safety**- Students and teachers have the right to feel emotionally and physically safe at school.

2. **Respect**-We show respect for people and property and have due respect for the feelings, rights and traditions of others

3. **To Learn-** Students have the right to learn to the best of their ability, with the best of assistance, free from fear and intimidation.

4. **To teach**- Teachers have the right to teach to the best of their ability from fear abuse, insult and intimidation.

WHAT IS BULLYING?

Bullying is when someone or a group of people who have more power than you, **repeatedly** use words or actions to hurt you. There are different types of bullying, **verbal, physical, social, discrimination and cyber.**

Verbal - Name calling, teasing, putting someone down, threatening to cause someone harm.

Physical - Poking, hitting, punching, kicking, spitting, tripping or pushing someone, breaking someone's things, pulling faces or making rude hand signals.

Social - Lying, spreading rumours, playing horrible jokes, leaving someone out on purpose, embarrassing someone in public.

Discrimination – occurs when people are treated less favourably than others because of their race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, economic status, age, ability, or disability.

Cyber - Using technology to hurt someone else by sending hurtful messages, pictures or comments.

Reporting & Responsibilities

Like all Department for Education [DfE] schools, we work within the guidelines of the School Discipline Policy. A range of behaviour education and if need be consequences may be used for students who bully and harass and "a bully process" will be followed and actioned.

WHAT CAN STUDENTS DO?

If the problem has occurred once;

- Use I statements 'Stop it I don't like it' 'I don't like the way you are making me feel'
- Talk to a trusted friend
- Talk to a teacher or another adult within the school.
- Report to the Wellbeing Room to discuss your problem
- Talk to parents/caregivers.

If the problem occurs again involving the same student(s)

- Continue to use your 'I' statements
- Report the problem to a teaching staff member or member of leadership. Remember we can help ourselves by talking to someone we trust.

HOW WILL THE PROBLEM BE FOLLOWED UP?

All incidents of bullying are taken seriously and will be followed up by staff. More serious problems will be referred straight to leadership.

- The "targeted student" will be listened to
- The teacher will listen and talk to all students involved
- When deemed appropriate, students will be brought together for reflection and repair
- The target will be encouraged to report any future acts of bullying
- Parents communicated with where necessary

Reporting & Responsibilities *[cont...]*

ONGOING OCCURRENCES

When the above actions has not helped students make changes to their behaviour the following will occur

- The "targeted student" to continue to self-report all ongoing issues directly to leadership
- Problems of ongoing bullying in class where learning and wellbeing of a student is impacted, will result in student(s) being removed from classes and working from the office and parents informed
- Problems of ongoing bullying in the yard will result in student(s) being removed from the yard and placed in Room 9 through break times for self-reflection and parents are informed
- When appropriate, students will be brought together for reflection and repair

WHERE TO FROM HERE?

If the bullying continues to occur, leadership will implement one of the following;

- Take home
- Suspension

When one of these occur, reflection and repair will occur between the targeted student and the student(s) upon return to school. Upon return a plan will also be developed involving the student and parent

Cyber bullying

Phones are not permitted at school (*See *Mobile Phones and Personal Device Policy*) to limit the opportunity of cyber bullying on school grounds. Cyber bullying reported to staff will include the following steps;

- Immediate confiscation of phones.
- Contact to parents
- Reflect and repair process to be implemented when appropriate
- SAPOL involvement depending on level of seriousness
- Where cyber bullying happens outside of school but is reported to staff the following will occur;
- Contact made with parent
- SAPOL involvement depending on the level of seriousness

WHEN TO REPORT IT?

Report the bullying in the early stages. Don't leave it too long. When bullying is ignored it may get worse. Reporting of bullying is strongly encouraged as it shows students willingness to keep themselves and others safe.

Parent's responsibility

It is the responsibility of parents/caregivers to report any forms of bullying to the class teacher or to leadership so steps can be put in place to help students make appropriate changes to their behaviour.

We respect that incidents of bullying make families feel upset but in the school setting the parent's responsibility is to report any incidents to staff and not deal with it themselves or could put "take it in their own hands" Parents need to adhere to the right of safety when raising concerns of bullying with staff.

Student's responsibility

To adhere to the Golden Rule and treat everyone as they wish to be treated

Report all forms of bullying that are impacting their ability to learn or having negative effect on their wellbeing.

Prevention & Intervention

Strategies to prevent and teach responsible behaviours occur at a whole school level, classroom level and at an individual level. Recognition that all students are individuals is fundamental. What one child will respond to will be different to what the next child will respond to.

PREVENTION STRATEGIES

These are the strategies put into place to ensure a proactive approach (trying to stop it before it happens).

- Whole school agreement to teach Play is The Way a minimum of three times a week
- The use of PITW whole school language to empower students
- Using the curriculum to teach students about respectful relationships.
- Embedding Personal and Social Capabilities within the curriculum
- Keeping Safe – Child Protection Curriculum
- Restorative conferences, reflection and repair
- School based mentoring program
- Individual social skill intervention
- Student Voice – negotiating learning to encourage participation and increase engagement
- Teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policies which promote student safety.
- Teaching for and about diversity and tolerance.
- Providing professional learning for staff.

INTERVENTION STRATEGIES

These are the strategies used to intervene once bullying has occurred.

- Emphasis on education before consequence
- Support to target student through 1:1 sessions with Wellbeing Leader
- Strong communication with relevant parties
- Provide students with opportunities to understand how targets are affected through their actions
- Provide students the environment and opportunities to change their behaviour towards others
- Acknowledging that bullying does occur but will not be tolerated
- Referral to relevant support services, behaviour coach, paediatrician, CAMHS etc...

POST-INTERVENTION STRATEGIES

These are the strategies put into place to monitor occurrences once intervention has taken place.

- Monitoring the situation between the students to ensure their safety and wellbeing is maintained.
- Talking with parents/caregivers about ongoing strategies.
- Reviewing yard duty procedures to make sure they are effective.
- Reviewing and evaluating behaviour codes and policies.

Why do students bully others?

There are lots of reasons why someone might bully others; whatever the reason, bullying is never ok.

Someone who bullies another person might:

- Feel jealous
- Want others to like them
- Want to feel better about themselves
- Want to fit in with their friends
- Feel angry inside
- Like to be in control or have power over others
- Have been bullied themselves
- Not know what they are doing is wrong
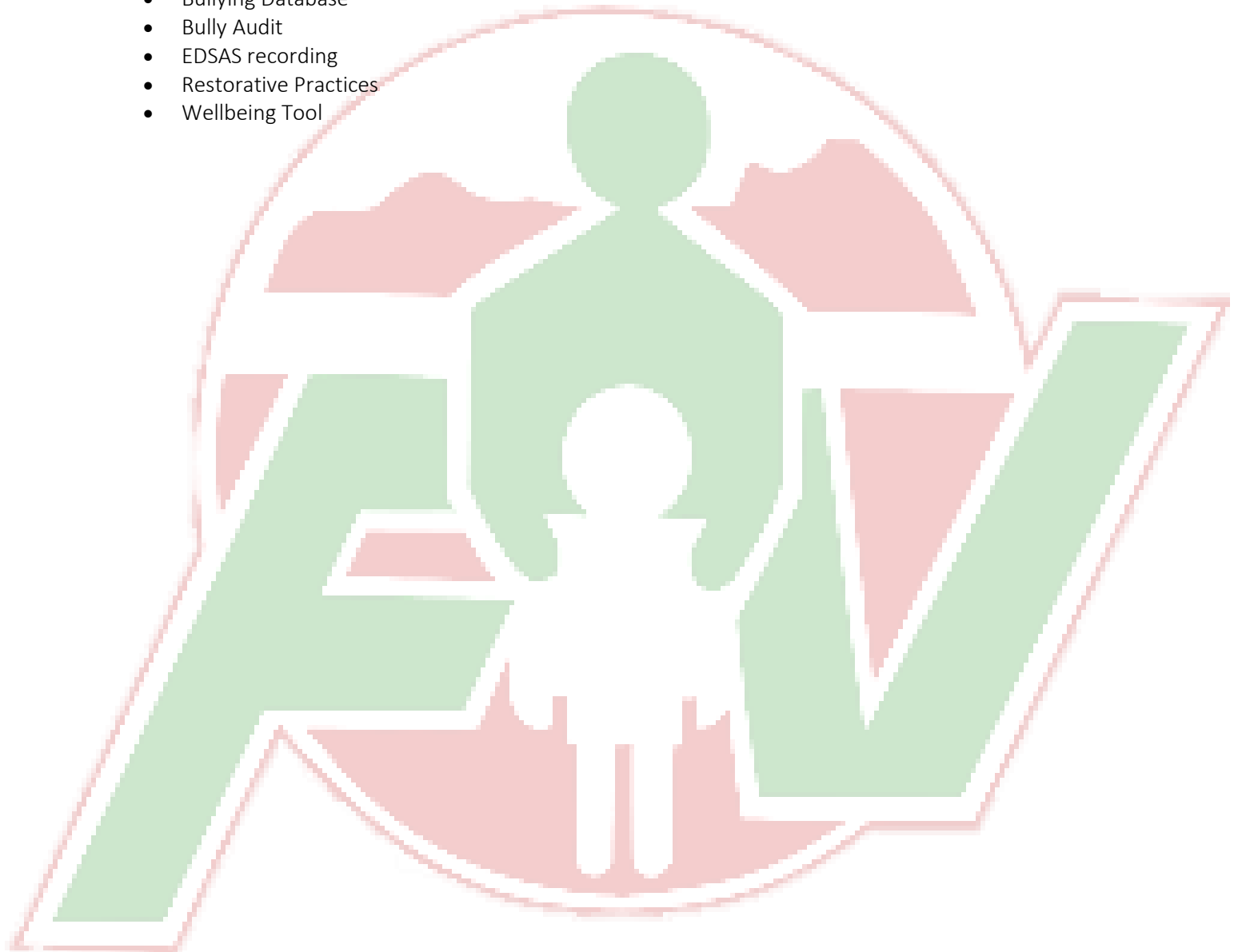
If your child is being bullied

- Listen calmly to your child.
- Discourage any retaliation
- Encourage positive solutions such as;
- Use 'I' statements
- Stay away from areas where bullying is occurring
- Walk away
- Speak up and report to keep safe
- Offer to support them at school to report bullying if they are feeling uncomfortable reporting
- Support and encourage your child to notify the school in an appropriate and timely manner.

Documented Processes

At Flinders View Primary School we are committed to ensuring the ongoing safety and wellbeing of our students. To do this we use the following documentation processes/data sets to monitor and maintain a safe environment for your children to grow and learn.

- Bullying Database
- Bully Audit
- EDSAS recording
- Restorative Practices
- Wellbeing Tool

Valuable Resources & Information

FOR MORE INFORMATION:

- www.bullyingnoway.com.au
- DECD Parent Help Line **1800 222 696**
- Kids Help Line **1800 551 800 www.kidshelpline.com.au**
- Safer DECD Schools **www.saasso.asn.au/wp-content/uploads/2012/11/Safer-DECD-schools.pdf**
- Office of the eSafety Commissioner www.esafety.gov.au