



Elizabeth East Primary School.

Anti Bullying Policy

Definition

A person is bullied when one or more people intentionally expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude and threaten others repeatedly.

Bullying is:

- A clear form of harassment.
- May be physical, verbal or indirect / direct.
- Conducted by a more powerful individual or group.

Harassment is:

- Any unwanted, unwelcomed or uninvited behaviour.
- Behaviour, which makes a person feel, humiliated or offended.
- Often seen as a form of bullying.

Rationale:

- At Elizabeth East Primary School students, staff and community members have the right to feel safe; along with this right comes responsibilities.
- Therefore we do not tolerate bullying or harassment in any form.

Aim:

- To raise awareness amongst the whole school community about bullying.
- To actively oppose bullying.
- To provide strategies to resolve conflict and respect differences.
- To create a safe social environment that will enhance student-learning outcomes.
- To promote positive mental health and wellbeing.
- To build a climate where everyone feels safe to report, discuss and to ask for help.

Rights

- Every school community member has the right to learn in a safe environment.
- All Staff have the right to teach and/or provide support in a safe environment.
- Everyone has the right to be treated with respect and fairness.
- Bullying takes away that right.

Responsibilities

At Elizabeth East it is everyone's responsibility to refrain from engaging in bullying and take the necessary steps to stop bullying behaviour wherever and whenever they may encounter it.

Leadership Team

- To support, promote, maintain and review bullying policy and procedures.
- Actively follow up incidents.
- To provide rigorous leadership based on inquiry.
- To communicate effectively with school staff and Parents / Caregivers.

All Staff Will:

- Be familiar with the school's bullying policy and procedures.
- Be trained in pro-active anti-bullying strategies.
- Listen and act upon reports of bullying.
- Inform the Leadership team.
- Protect the person being bullied.

- Record identified bullying incidents.
- Communicate with Parent / Caregivers.

Parents/Caregivers should:

- Support the school.
- Make themselves available for contact by phone.
- Speak positively about the school to their child.

Parents who witness bullying should:

- Not take matters into their own hands.
- Speak in a calm, respectful manner with school staff.
- Speak to relevant school staff (not the students concerned).

Students who are bullied need to communicate:

- With an adult they trust eg; staff member / or parent
- Have an expectation they will be believed.

Student who witness bullying should:

- Behave like a positive bystander.
- Seek teacher assistance if needed.
- Support the person being bullied.
- Document if requested by staff.

Implementation:

Management of bullying incidents:

All parties are expected to ;

- treat each other with respect and dignity.
- Ensure the confidentiality of any issues that may arise.
- Ensure staff response is as quick as possible.
- Allow longer – term follow – up.
- Ensure immediate safety of the student who is bullied.
- Provide clear and simple reporting procedures for staff, students, parents and the wider community
- Promote students' sense of concern and responsibility.
- In cases not resolved by other means, involve clear and consistent implementation of individualised consequences for engaging in bullying behaviour that promote awareness, empathy, and skill development and do not reinforce the aggressive exertion of power.
- Involve clear recording of incidents through formalised procedures.
- Encourage students to problem – solve responses.
- Incorporate Restorative Justice practices.

Whole school strategies to reduce and prevent bullying:

- All staff to provide diligent supervision.
- Discuss the issue of bullying regularly at staff meetings and provide training to all staff.
- Class meetings – to discuss problem-solving measures.
- Focus on behaviour changes not punishment.
- Self – protective behaviours.
- Change the 'don't dob' culture
- Model and teach students to value and respect others.
- Provide Parent / Caregiver, student and staff workshops.
- Newsletter items focussing on specific values and positive behaviour.
- The whole school bullying policy is clearly communicated to the entire school community through as many channels as possible.
- Regular review and reflection regarding programs.

- Conduct regular bullying surveys and reflect on the results by identifying significant areas of need.
- Successful behaviour programs that acknowledge appropriate, safe behaviour.
- Implement appropriate whole school programs such as Friendly Schools or similar appropriate to the age of students.
- School Counsellor will work alongside class teachers and together provide an anti – bullying program that is developmentally appropriate.
- Students confidently use and understand Grievance Procedures.

Intervention

- A working action plan outlining short and long term goals, incorporating student voice.
- Development of student action plans.
- A range of programs for individual students, small groups and class groups that deal with pro-active strategies to manage bullying in an empowering manner to develop resilience and persistence.
- Anyone identified through Bullying Surveys or incidents will be counselled.
- Victims offered counselling.
- If bullying is ongoing, parents / caregivers will be contacted and consequences implemented consistent with the Student Code of conduct.

Responding to bullying incident:

Consequences may involve:

- Students removed from class.
- Students removed from the yard.
- Parent / Caregiver / student conferences.
- Restricted Play Program.
- Internal suspension.
- External suspension.
- Exclusion to another site.
- Ongoing monitoring of identified bullies.
- Apology, face to face or written.
- School Service.
- Referral to Interagency Student Behaviour Support.
- Referral to support Agency eg; CAHMS, CYS.

Positive consequences:

- Class rewards for bullying free days / weeks.
- Acknowledgment for reporting incidents of bullying.
- Individual students / groups of students recognised for positive bystander behaviour.
- Lucky dips.
- Assembly awards
- Rewards for students who have positively changed their behaviour, through goal setting and counselling.
- Newsletter articles that reflect behaviour successes in regard to bully free learning areas.

Evaluation:

This policy will be reviewed with student, Parent / Caregiver and wider community input as part of the school's three year review cycle.

Reviewed and passed April 2007.