

ANTI-BULLYING & HARRASSMENT POLICY

Reviewed March 2016

At Meadows Primary School we promote a school environment of respect and acceptance of others. Bullying, harassment and violence are not acceptable. Our aim is for students, staff, parents and the community to work together to develop a happy and safe school environment.

WHAT IS BULLYING?

Bullying is targeted hurtful behaviour directed by individuals or groups against others and is often on-going. The person who has been bullied may feel intimidated, frightened, excluded, hurt or discomforted by behaviours that may be psychological, physical, direct or indirect in form.

Examples of bullying or harassment are:

- Teasing
- Name calling
- Put-down comments or insults
- Deliberate exclusion or discrimination
- Spreading rumours
- Threatening language or behaviour
- Property damage
- Physical aggression
- Cyber-bullying through information and communication technologies such as computers, mobile phones and the internet.

**IF THREATS HAVE BEEN RECEIVED ON YOUR PHONE OR DIGITAL
DEVICE, REPORT THEM TO THE POLICE & PRINCIPAL.**

Screen shot the threat if you can.

HOW TO REPORT BULLYING

For Students

If you believe you are being bullied:

- **STOP**
 - Ask yourself: "What is the problem? What is happening?"
- **THINK**
 - Think about the strategies that have been discussed in class.
 - "How do you feel?" "What do you want to happen?"
- **DO**
 - Be assertive
 - E.g. tell the person or people who are doing the bullying to stop their behaviour.
 - "Stop it I don't like it."

Walk away confidently.

- talk to a school staff member
- talk to a student or adult you trust
- don't react to the behaviour - report it immediately
- refrain from bullying others
- ring the Kids Help line - 1800 55 1800

For Students

Bystander - If you have witnessed bullying behaviour:

- **STOP**
 - If you see someone bullying or being bullied.
- **THINK**
 - You need to discourage it.
 - Encouraging or doing nothing is also a form of bullying.
- **DO**
 - Tell the person to stop bullying if you feel confident to do so
 - Support the person who is being bullied and request help from a teacher
 - Remember to report bullying as soon as it happens, do not ignore it. When bullying is ignored it sometimes gets worse.

For Parents and Carers

What you can do:

- Look for signs of distress in children e.g. an unwillingness to attend school, a pattern of illness
- Assure your child that the fault does not lie with them and that things can be turned around.
- Do not trivialize the problem.
- Be proactive and encourage your child to report the incident to their teacher or principal
- Advise the child but try not to do everything for him or her.
- Support by listening and if possible, write down details. Make contact with the school.
- Discourage retaliation. This is not a long term solution and can make the situation worse.

For Parents and Carers

Suggestions to minimize Cyberbullying:

- Chat with your child about being safe on line often
- Monitor your child's use of ICTs at home.
- Show an interest in your child's on-line behaviours and use of technologies.
- Have the family computer in a public area of the house.
- Encourage time away from computers and mobile phones.
- Know your child's passwords. Have a cut off time and leave devices out of bedrooms at night.

HELPFUL WEBSITES:

- www.decd.sa.gov.au >Parents and Community >Health and Wellbeing >Bullying and Harassment. See also, Cyber-safety.
- www.bullyingnoway.gov.au
- www.cybersmartkids.com.au
- www.kidshelpline.com.au
- www.youthbeyondblue.com
- www.parenting.sa.gov.au
- www.cywhs.sa.gov.au

For Staff

If a student reports bullying staff will:

- Listen to their concern and not trivialise it
- Record the incident - clarifying the events
- Speak with the everybody involved
- Follow up with Parents of child being bullied and child doing the bullying
- Use the Restorative Justice Process.
 - What happened?
 - What were you thinking about?
 - What have you thought about since?
 - What do you think you need to do to make things right.

Strategies staff will use to reduce bullying:

1. Prevention Strategies:

- Use the curriculum to teach students about respect and acceptance of others.
- Run programmes which help students participate and have a voice on issues e.g. Class meetings and SRC.
- Work in collaboration with other agencies for the wellbeing of all students e.g. CAMHS.
- Teach and use the "Stop, Think, Do" method for positive decision making.
- Remind students of the Anti-Bullying policy on a regular basis.
- Provide T. & D. opportunities for staff to help them implement programs to assist students with regard to bullying.

2. Intervention strategies:

- Provide a range of support strategies for students.
- Talk with parents and carers about the situation.
- Participate in Restorative Conferencing.
- Put consequences in place for those who bully others and follow up incidents.

3. Post-intervention Strategies:

- Monitor the situation between students and families to ensure that safety and wellbeing are maintained.
- Review this and the Student Behaviour Management policies.

Consequences of Bullying

If a student is bullying others they can expect that:

- the incident will be investigated and recorded
- Parents/Caregivers will be contacted

Other consequences may be that the student:

- has separate play
- has time-out on the red bench
- has time-out in the office
- talks with a staff member
- participates in positive social skills program
- is involved in a meeting.

If a student continues to bully they can expect the following will happen:

- Parents/Caregivers will be notified
- they will be on restricted play
- they will be internally suspended

If the bullying still continues they will:

- be suspended
- be excluded

While these are our steps, their implementation is at the discretion *of the Principal*. Where physical violence is involved, the police may be contacted.