



EDWARDSTOWN PRIMARY SCHOOL ANTI-BULLYING POLICY

RATIONALE

Edwardstown Primary School provides a safe, inclusive, supportive and ordered learning environment that does not tolerate bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

WHAT IS BULLYING?

Bullying is when one student (or a group) keeps picking on another student again and again to upset or hurt them. They might hurt them physically, try to socially isolate them or say and do many mean or humiliating things to them.

Bullying is repeated actions. A single incident may still be responded to as part of the school's behaviour management processes as unacceptable behaviour.

THERE ARE THREE TYPES OF BULLYING:

- **Verbal & written bullying:** which includes name calling or insulting someone about physical characteristics such as their weight or height, or other attributes including race, sexuality, culture, or religion
- **Physical bullying:** hitting or otherwise hurting someone, shoving or intimidating another person, or damaging or stealing their belongings
- **Social bullying:** consistently excluding another person or sharing information or images that will have a harmful effect on the other person.

Verbal, physical and **social** bullying can occur in person or online, directly or indirectly, overtly or covertly.

BULLYING CAN BE BY DIRECT OR INDIRECT MEANS:

- **Direct bullying:** occurs between the people involved, whereas indirect actions involve others, for example passing on insults or spreading rumours.
- **Indirect bullying:** mostly inflicts harm by damaging another's social reputation, peer relationships and self-esteem.

BULLYING CAN BE EASY TO SEE, CALLED OVERT, OR HIDDEN FROM THOSE DIRECTLY INVOLVED, CALLED COVERT:

- **Overt bullying** involves physical actions such as punching or kicking or observable verbal actions such as name-calling and insulting.
- **Covert bullying** can include repeatedly using hand gestures and weird or threatening looks, whispering, excluding or turning your back on a person, restricting where a person can sit and who they can talk with.



REPORTING & RESPONSIBILITIES

When students are bullied they should:

- Tell the person that you will tell a teacher if they continue;
- Go and tell a teacher immediately;
- Tell the person who is **bullying** to **STOP**;
- **Encourage** your friends to **respectfully** tell the person to **STOP**;
- **Help** the person who is being bullied to get away from the situation;
- Talk to your friends about taken a stand against **bullying**.

The positive influence of peers in cases of bullying cannot be underestimated. If students see others being bullied they should:

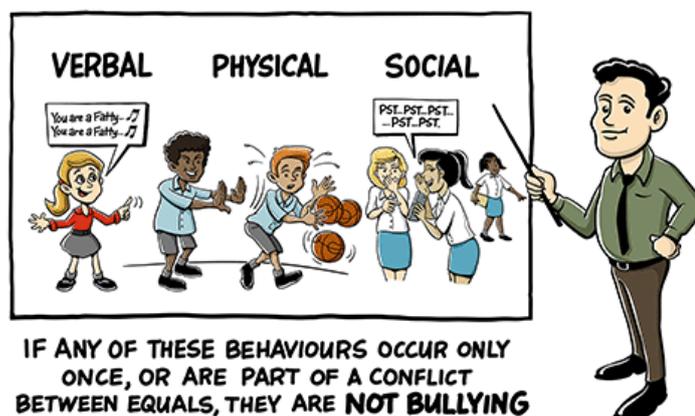
- Firmly tell the bullies to stop or leave the person alone
- Get a teacher to help

If bullying continues the **student** or their **parents/caregivers** should talk, in the first instance to the class teacher and reporting of an incident should occur as soon after the incident as possible. This gives the school the best opportunity to follow up the incident and intervene. If the incident is severe or unresolved, reports should be made to the Leadership.

In this situation Leadership will:

- Talk with the students involved
- Work with the bully to help them understand the situation
- Work with the bully to help them repair the damage done by their bullying. This will usually include a restorative meeting with the bullied student
- The consequences of the bullying may also include:
- Talking to parents
- Providing the bully with time out of the yard/class
- And in severe cases or those involving actual physical harm, suspension from school

When reporting bullying parents/caregivers and students may find it helpful to write down the details of the incident as a first step. A face-to-face discussion is usually the best way of reporting an incident and, if students or parent/caregivers are dissatisfied with the outcome, they can follow up with a written statement with the request for a further meeting. If seriously concerned about the manner in which the school is dealing with an incident, a parent/caregiver can contact DfE Parent Complaints Unit (1800 677 435) for support.



STRATEGIES FOR MINIMISING BULLYING

Monitoring for Bullying:

Leadership and Teachers monitor incidents of bullying and identify patterns amongst individuals and groups of students. These patterns are discussed and strategies initiated to address the specific issues. Teachers will work with the students to put a proactive plan in place.

Formal surveys about the incidence of bullying are completed yearly. Antibullying workshops and classroom lesson are run annually and on a needs basis in individual or year level groups.

PROGRAMS PROVIDED TO MINIMISE BULLYING

Students who feel part of the school community, and understand and empathise with each other are less likely to be involved in bullying others. Many programs and initiatives focus on developing in students a sense of belonging, collaboration and community responsibility. Some of these offerings include:

- Student Leaders and SRC;
- The ECA (Edwardstown Community Award) for community actions involving year 6/7 students;
- Lunchtime activities are run by staff;
- Buddy Classes that involve older and younger students working together/ Assemblies;
- Learner Powers team promote positive work and play across the school in classes and at assemblies.

Specific programs are provided to reinforce the collaborative nature of our community and minimise bullying these include:

- Buddy activities to provide support networks for younger students;
- Learner Powers/ School Values;
- An annual review of the student bullying brochure by SRC;
- Specific discussions about bullying – the definition and student actions to counter bullying in classrooms – Keeping Safe Child Protection Curriculum;
- Learner powers team assist in developing awareness across the school;
- Whole school educational workshops, e.g. Life Education Van.

All new staff are inducted in anti-bullying strategies and are trained in Keeping Safe Child Protection Curriculum. Parents who are new to the school receive a bullying brochure and advice about school programs dealing with bullying. All new Receptions receive a wrist band which has the school values displayed on it. A copy of the bullying brochure is located on the school's website.

