Anti-Bullying Policy

Statement
Stirling North Primary School will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expeditiously.

Our 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.

Definitions

Bullying is repeated verbal, physical, or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies.

Conflicts or fights between equals and single incidents are not regarded as bullying.

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age and/or ability or disability, and that offends; humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

Violence is the intentional use of physical force or power, threatened or actual, against another person/s that results in psychological harm, injury or in some cases death. Violence may involved provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Reporting Bullying

If you are being bullied or you know someone being bullied, report it. Tell your teacher, Deputy Principal, Principal, Counsellor, or any other member of staff. Tell your parents and caregivers too. Report bullying as soon as it happens. Do not ignore it. If you ignore bullying it may get worse.

Reporting of an incident should occur as soon after the incident as possible. Tell the trusted adult what happened, where the bullying happened, how often it happened and what you have done to try and stop it happening.
If you know someone is being bullied

A bystander who observes or hears a bullying incident is considered part of the problem if they don’t act.

- Care enough to do something about it whether it affects you personally or not
- Support the person being bullied.
- Don’t stand by and watch – get help from an adult.
- Show that you and your friends disapprove of bullying.
- If you know of bullying tell a teacher, the principal/deputy principal

Responsibilities of principals, staff, students and parents

The principal will decrease the likelihood of bullying and violence in the school if he/she:

- develops, implements and reviews regularly the school’s anti-bullying policy (ie schools are encouraged to review annually and to involve staff, parents and students)
- surveys regularly all or a random selection of students, parents and teachers, in line with the review schedule for the school’s policy
- provides to the Governing Council updates each term in relation to school bullying data and trends and any anti-bullying programs/initiatives in place or being considered and includes the topic of bullying behaviour as a council meeting agenda item at least once per term
- ensures that new staff and new students and their families are aware of the school community’s negotiated anti-bullying policy and the decision-making procedures open to them if they wish to influence school practice
- ensures the inclusion, as part of the school’s enrolment process, a requirement for parents and/or students to annually acknowledge/agree to the school’s Student Code of Conduct
- provides students with orientation in school policy, at least when they are in transition (eg Years 3 and 8), and particularly in the school’s anti-bullying policy and other relevant behavioural expectations, with follow up at least in Years 6 and 10
- provides in-service training and development to counsellors and other key staff in effective strategies in managing bullying, such as in the Six Methods of Intervention as, described in ‘Bullying in schools: Six methods of intervention’
- ensures ongoing training and development of teachers, induction of students and the provision of information to parents
- manages a whole-school-change approach to ensure the Keeping Safe child protection curriculum is implemented in all year levels
- ensures that all parents
  - have access to the school’s anti-bullying policy, the DECD Bullying and harassment at school: Advice for parents and caregivers leaflet, and information about the Keeping Safe child protection curriculum and related documents, including providing them on the school’s website
  - have access to the reports to Governing Council each term, via the newsletter and on the school’s website
  - are aware of their rights to advocacy and of avenues open to them should they have grievances relating to the school’s management of an incident of bullying.

Parents will support the school in maintaining a safe and supportive environment if they:

- keep the school informed of concerns about behaviour, their children’s health issues or other matters of relevance
- communicate in a respectful manner with the school staff about issues of concern soon after these concerns arise
• follow up on these concerns and, if necessary, contact the Regional Office if the concerns are not resolved following intervention by the principal.

**Students** will support the school in maintaining a safe and supportive environment if they:

• are respectful towards other students, staff and members of the school community
• participate in sessions regarding the school’s anti-bullying policy, the Keeping Safe child protection curriculum, being an effective bystander, and other sessions regarding behavioural expectations
• communicate with an appropriate adult if bullied or harassed or if they are aware that someone else is being bullied or harassed
• learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence.

**What Stirling North Primary School will do about incidents of bullying**

We will use our SNPS Values Statement and School Rules (as stated in our Behaviour Code) to teach students about respectful relationships, taking responsibility for their actions, the importance of friendly, caring interactions with others and developing their own sense of worth and that of others.

We will teach students about bullying, conflict resolution, anger management and problem solving in class, small groups and individually as required.

We will encourage teaching and learning that encourages students to participate and have a say in their learning.

We will provide professional development for staff around programs including *Restorative Practice* and *Play is the Way*.

Last reviewed June 2012

This policy will be reviewed on an annual basis with feedback from staff, parents and students. It will next be reviewed in June 2013.