Stirling North Primary School

Student Well Being Policy

At Stirling North Primary School we strive for excellence, we aim to provide opportunities for learning in a respectful environment, free from physical violence, verbal abuse, bullying or harassment and encourage participation in safe play.

What is bullying?

Bullying is…..Repeated verbal, physical, social or psychological behaviour that is harmful
Involves a misuse of power by an individual or group towards one or more persons

Harassment is…….Behaviour that targets an individual or group
Harassment is intended to offend, humiliate, intimidate, or create a hostile environment

Cyber bullying is…….Bullying which uses e-technology as a means of victimising others.

What does bullying look like?

Level 1 Behaviours

Class teachers continually monitor their classroom interactions and intervene to eliminate inappropriate behaviours as described below. Examples such as these are considered early level bullying acts. In these situations, the bully is made aware of their behaviour and the impact it has on others. Through discussion with a teacher it is expected that the behaviour will improve.

<table>
<thead>
<tr>
<th>Learning Opportunity for behavioural change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical: invading and not respecting someone’s personal space or belongings</td>
</tr>
<tr>
<td>Verbal: talking about or to another person in an offensive manner</td>
</tr>
<tr>
<td>Sexual: sexually inappropriate discussions/ comments/ drawings</td>
</tr>
<tr>
<td>Racial: negative comments regarding somebody’s race or culture</td>
</tr>
<tr>
<td>Cyber: using IT to discuss or make comments about another in a public forum</td>
</tr>
<tr>
<td>Exclusion: in a non –public forum excluding another person.</td>
</tr>
</tbody>
</table>

Level 2 Behaviours

Level 2 are repeated acts of bullying and are more specifically targeted. These acts need to be modified and worked through as swiftly as possible. It is expected that the behaviour will be stopped with support from parents, care givers, SNPS Leadership and the Student Counsellor.

<table>
<thead>
<tr>
<th>Modification of behaviour required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical: persistent and repeated invasion of another personal space or belongings.</td>
</tr>
<tr>
<td>Verbal: persistent and repeated talking about or to another person in an offensive manner</td>
</tr>
<tr>
<td>Sexual: explicit sexually inappropriate discussions / comments drawings targeted at individual/s</td>
</tr>
<tr>
<td>Racial: aggressive or persistent negative comments regarding somebody’s race or culture</td>
</tr>
<tr>
<td>Cyber: Repeatedly using IT to discuss or make comments about another in a public forum. Inviting or inciting a physical incident to occur</td>
</tr>
<tr>
<td>Exclusion: In a non –public forum excluding another person and encouraging others to do the same</td>
</tr>
</tbody>
</table>
Level 3 Behaviours

Level Three Behaviours are dangerous, intrusive and immediately threaten the safety and well-being of others. In consultation with parents / caregivers and support from counsellors the Leadership Team will take action.

### Behaviour that MUST stop

Physical: making physical contact with another person with the intent of causing harm. Damaging someone’s property.

Verbal: making serious threats to harm another person either physically, socially or emotionally or swearing or attempting to intimidate a teacher.

Sexual: inappropriate touching, comments or physical contact. Bringing pornographic images to school.

Racial: aggressive or persistent negative comments regarding somebody’s race or culture

Cyber: use of I.T to distribute, violent, sexual or negative content onto others.

Exclusion: in a public forum aggressively excluding another person. Encouraging others to do the same.

### What can Students do?

If you are being bullied you can stand up to the bully by trying some of the following:

- Don’t let the bully know that they are upsetting you
- Stay calm and think clearly
- Politely and firmly ask them to stop
- Give them a warning eg “I don’t like the way you...............”.
- Stand tall, use eye contact, be polite but firm
- Walk away and don’t react to the behaviour. Report it.
- Share your feelings with others – talk about the situation with a Teacher, School Counsellor, parents, friends, or someone you think can help.

**You may need to persist to help stop the bullying behaviour.**

### What can Bystanders do?

If you see someone bullying or being bullied we expect you to try some of the following:

- Tell the person to stop bullying
- Leave the area
- Get help – report it to an adult
- Be a friend to the person being bullied

**If you take no action you may be giving the message that the bullying is OK.**
What can Parents do?

- Look for signs of distress in children (e.g., unwillingness to come to school, a pattern of illness).
- Be proactive and encourage your child to report the incident to their teacher or School Counsellor.
- Build your child’s confidence by recognising and confirming their positive qualities.
- Discuss the problem with your child modelling a calm, supportive behaviour.
- Report the issue to the teacher, Counsellor as soon as possible.
- Deal directly with the school and not with the other student or parent.
- Discourage any planned retaliation, either physical or verbal, by discussing positive strategies your child can use.

What you can expect a Staff member to do:

- Listen to their concern – not trivialise it
- Record the incident – clarifying the events
- Speak with the Victim and the Perpetrator
- Follow up with Parents of both the Victim and the Perpetrator
- 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 repair and restore the relationship?

What will the Student Counsellor do:

- Discuss incident with student(s)
- Adopt a Restorative approach
- Notify Parents
- Record Incident on EDSAS
- Inform Leadership of Incident

Consequences

What will happen:

**Level 1**
Level 1 behaviours are incidental, first-time events that are early level bullying acts. The bully is made aware of their behaviour and the impact it has on others, through discussion with a teacher it is expected the behaviour will improve. Teachers to email Student Counsellor a record of events and a yellow sticker to be placed in Communication book or Diary. Two repeated Level 1 offences could result in a Level 2 consequence. If a student does not have a diary the teacher can forward the students name to the school Counsellor and they will contact the Parent/Caregiver by phone or text.
Level 2
Level 2 Behaviours are repeated acts of Bullying and/or specifically targeted. They need to be modified and worked through as swiftly as possible. It is expected that modified behaviour will occur with support from Parents/Caregivers, Leadership and the Student Counsellor. A letter will be sent to the Parents of the Perpetrator and Victims family notified. Counsellors to record on Bullying Spread sheet. A repeat of a Level 2 offence could result in a Level 3 consequence.

Level 3
Level 3 behaviours are dangerous, intrusive and immediately threaten the safety and well-being of others. In consultation with Parents/Caregivers and support from Counsellors. SNPS Leadership team will take appropriate action. Leadership is to record on Bullying Database. Formal notification is posted to Parents/Caregivers.

Students will be given a fresh opportunity at the commencement of each new year.
Prior Behaviour consequences will be stored on EDSAS.

Helpful Websites
SNPS bully email: ???
Kids Help Line  www.kidshelpline.com.au
Bullying. No Way!  www.bullyingnoway.com.au
Child and Youth Health  www.cyh.com.au
NetAlert  www.netalert.net.au
Cyberbullying Stories  www.cyberbullyingstories.org.au
Australian Communications and Media Authority  (ACMA) Cybersmart website

ThinkUknow internet safety program  www.thinkuknow.org.au

Helpful Phone Numbers
SA Youth Healthline 1300131719
Kids Help Line 1800 551 800
Families SA 1800 804 550
Net Alert 1800 880 176
Parent Helpline 1300 364 100
Ombudsman’s Office 1800 182 150