Anti-Bullying Policy

At Stirling North Primary School we strive to create safe conditions for rigorous learning, where students can be a part of a community free from physical violence, verbal abuse, harassment and bullying. It is everyone's responsibility to ensure this happens. Bullying, harassment and violence are issues which are treated very seriously as they can adversely affect a person's wellbeing and ability to learn.

What is Bullying?

Bullying is an ***ongoing misuse of power*** in relationships through ***repeated*** verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Single incidents and conflict or fights between equals, whether in person or online are not defined as bullying.

Harassment – is behaviour that offends, humiliates, intimidates or creates a hostile environment by targeting an individual or group due to their identity, race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, economic status, age, ability, or disability that offends, humiliates, intimidates or creates a hostile environment. For example mean/hurtful names and racial harassment.

Violence – Is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm or injury. Violence may involve provoked acts and can be a single incident, a random act or occur over time. Violence can include the act of or threat of hitting, punching, kicking, pinching, scratching, and slapping.

Discrimination – occurs when people are treated less favourably than others because of their race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, economic status, age, ability, or disability. Discrimination is often ongoing and commonly involves exclusion or rejection.

Online Bullying – is bullying carried out through the internet or mobile devices. Online bullying may also be called cyberbullying. For it to be called bullying, inappropriate actions online must be between people who have ongoing contact and be part of a pattern of repeated behaviours. Single incidents or random inappropriate actions are not bullying. Online bullying can include *sending insulting or threatening messages, posting unkind messages or inappropriate images on social networking sites, excluding others from online chats, inappropriate image tagging.*

Sexual Harassment – is unwelcome sexual conduct which makes a person (male or female, of the same or opposite gender, same-sex attracted, bisexual or transgender) feel offended, humiliated and/or intimidated, where that reaction to the conduct is reasonable in the circumstances. Sexual Harassment may include inappropriate touching, invading personal space, teasing about boyfriends/girlfriends, homophobic insults and unacceptable sexual comments/actions.

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 and/or a member of leadership it is expected that the behaviour will improve.

Learning Opportunity for behavioural change
Physical: invading and not respecting someone's personal space or belongings.
Verbal: talking about or to another person in an offensive manner.
Social/Emotional: excluding another person in a non-public forum, making negative comments regarding somebody's race or culture and sexually inappropriate discussions/ comments/ drawings.
Online: using IT to discuss or make comments about another in a public forum.

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, caregivers, SNPS Leadership and the Student Wellbeing Leader.

Modification of behaviour required
Physical: persistent and repeated invasion of another personal space or belongings.
Verbal: persistent and repeated talking about or to another person in an offensive manner.
Social/Emotional: excluding another person in a non –public forum and encouraging others to do the same, explicit sexually inappropriate discussions / comments drawings targeted at individual/s and aggressive or persistent negative comments regarding somebody's race or culture
Online: Repeatedly using IT to discuss or make comments about another in a public forum. Inviting or inciting a physical incident to occur

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.

Behaviours 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.
Social/Emotional: excluding another person in a public forum aggressively and encouraging others to do the same. Aggressive or persistent negative comments regarding somebody's race or culture. Inappropriate touching, comments or physical contact. Bringing pornographic images to school
Online: use of I.T to distribute, violent, sexual or negative content onto others.

Reporting & Responsibilities

What can students do?

Who to report it to:

- Talk to a teacher or another adult within the school.
- Talk to your parents or caregivers.

How to report it:

Tell the trusted adult about the bullying concerns and what you have done to try and stop it.

- Fill in a SNPS Bullying and Harassment form and hand it to your teacher or the front office (ask an adult for help if required).
- All Bullying and Harassment forms will be taken seriously and followed up as soon as possible.

When to report it?

Report the bullying in the early stages. Don't leave it too long. When bullying is ignored it may get worse.

Responsibilities of the School, Principal, Staff, Students & Parents

Like all DECD schools, we work within the guidelines of the School Discipline Policy. A range of behaviour education and if need be consequences may be used for students who bully and harass and the Bully Process will be followed and actioned.

What do we do about incidents of bullying?

We will:

- Listen and talk to the person who has been bullied and the person who has bullied others.
- Actively work to even the balance, to repair and prevent the repetition of bullying and harassment by using Restorative Practices.
- Follow our 'Bully Process' and put negotiated consequences in place if required. Consequences will allow for flexibility depending on the nature, severity and extent of the bullying. Consequences may include time out in the office, suspension or exclusion.

Staff may also:

- Support students to deal with conflict.
- Counsel students who have been bullied.
- Counsel and support students who bully others to deal with conflict appropriately.
- Talk with parents and caregivers about the situation.
- Set up processes to monitor the situation

Bullying and harassment are issues which are treated very seriously.

We deal with unacceptable behaviour and work hard to find solutions to stop bullying and ensure students know how to deal with such incidents and feel safe at school.

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Prevention & Intervention

Strategies to prevent and teach responsible behaviours occur at a whole school level, classroom level and at an individual level. Recognition that all students are individuals is fundamental. What one child will respond to will be different to what the next child will respond to. Negotiation is vital.

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships.
- Embedding Personal and Social Capabilities within the curriculum
- Keeping Safe – Child Protection Curriculum.
- Student Voice – negotiating learning to encourage participation and increase engagement
- Teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policies which promote student safety.
- Teaching for and about diversity and tolerance.
- Providing professional learning for staff.
- Use of social skill development through Play is the Way.

Intervention strategies include:

- Counselling students who have experienced bullying.
- Talking with parents/caregivers about the situation.
- Putting consequences in place for those who bully others.
- Teaching students not to be bystanders, to get safely involved and seek an adult to intervene if needed.
- Ensuring all staff know how to address bullying effectively and respectfully.
- Students can fill in a Harassment & Bullying form at school or at home (available on school website).
- Referral to Regional Support Services (e.g. behaviour, psychology).

Post-intervention strategies include:

- Monitoring the situation between the students to ensure their safety and wellbeing is maintained.
- Talking with parents/caregivers about ongoing strategies.
- Reviewing our yard duty procedures to make sure they are effective.
- Reviewing and evaluating behaviour codes and policies.

Coping Strategies

If your child is being bullied:

- Listen calmly to your child.

- Discourage any planned retaliation.

- Encourage positive strategies such as:

    o Using a strong, confident voice.

    o Staying away from the place where the bullying is occurring.

    o Don't react; just walk away.

    o Don't show that you are scared, even though you might be.

    o Tell the bully "Leave me alone" and walk away confidently.

- Let your child know that telling about the bullying/harassment is the right thing to do.

- If necessary, assist your child in discussing the problem with a teacher/staff member/school leadership.

- If you suspect your child is bullying other students please contact a staff member so that we can support you and your family for positive outcomes.

Documented Processes

At Stirling North Primary School we use the following documentation processes to monitor and collect data.

- Bullying and Harassment forms – data collection

- SNPS Bullying Database

- Bully Audit

- EDSAS recording

- Restorative Practices

- Wellbeing Tool

Valuable Resources & Information

For more information:

www.bullyingnoway.com.au

DECD Parent Help Line **1800 222 696**

Kids Help Line **1800 551 800 www.kidshelpline.com.au**

Safer DECD Schools **www.saasso.asn.au/wp-content/uploads/2012/11/Safer-DECD-schools.pdf**

Office of the eSafety Commissioner www.esafety.gov.au

Ratified by Governing Council 10/09/18   *To be reviewed 2022*

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