



Napperby Primary School

Anti Bullying Policy

Statement on Bullying

At Napperby Primary School, we are committed to providing a caring, friendly and safe environment for **all** of our students, staff and families.

Our 4 core values are:

- ❖ Respect
- ❖ Responsibility
- ❖ Integrity
- ❖ Mastery

In order for students to be successful they need every opportunity to learn. Bullying of any kind is unacceptable at our school.

Bullying is:

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 e.g. on the computer, through mobile phone communication and through social media such as Facebook.

Bullying is not conflict or fights between equals and single incidents.

Bullying can be:

Physical: hitting, pushing, touching, grabbing, looks, stares, facial expressions, gestures, spitting, taking or damaging property

Verbal or written: spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, spreading rumours

Cyber: using e-mail, voice and text messaging, social networking sites, photographic and video images

Graffiti: using pictures, tags or words

Social: forming groups to leave someone out, ignore and disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying or harassment.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Bullying can cause loneliness, depression, anxiety, poor academic achievement, lead to low self-esteem and increased susceptibility to illness. Students who are bullying need to learn appropriate ways of behaving.

How to recognise a person who is being bullied:

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school bus
- Feels ill in the morning
- Begins to do poorly in school work
- Has possessions go "missing"
- Asks for money or steal money
- Is bullying other children or siblings
- Becomes withdrawn, anxious, or lacking in confidence
- Attempts to run away
- Is unwilling to go to school
- Cries him/herself to sleep at night
- Has nightmares
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable.

These signs could indicate other problems, but bullying should be considered a possibility and should be investigated.

Useful Websites:

<http://au.reachout.com>

<http://www.childsafetyaustralia.com.au>

<http://www.bullyingnoway.gov.au/>

<http://www.bullying.com.au/school-bullying/>

What to do if your child is being bullied:

If your child is being bullied, please REPORT it. Provide as much detail as possible about each of the incidents.

Written details of bullying incidents should include: when, where, what happened, who was involved (including bystanders) and any action your child may have taken to stop it.

This will ensure the school can respond immediately, accurately and effectively.

Please do not approach any children involved or their parents.

Who to report to:

Tell any staff member who you feel comfortable talking to. This could be the class teacher, an SSO or the Principal.

How to report:

1. Arrange a meeting for you and your child with an appropriate staff member (*teacher, Principal*).
2. Bring to the meeting **the facts** in writing.
3. Work with your child and school staff on a **plan to keep your child safe**, including strategies to avoid being bullied and responses to future bullying.

Advice for Parents:

- ❖ If you are worried that your child is being bullied, ask him/her directly
- ❖ Avoid blaming your child for the bullying
- ❖ Don't tell your child to fight back
- ❖ Give your child a chance to vent his/her feelings about being bullied.
- ❖ Access the school for resources about bullying
- ❖ Follow up with the school what action has been taken to stop the bullying
- ❖ Be a role model for your child – treat people with tolerance, kindness and respect. Be assertive rather than aggressive. Speak kindly of yourself and others
- ❖ Contact the school for more parent help and advice

School Actions:

- In all cases of bullying, staff will record the incidents.
- The role of bystanders in bullying situations will be acknowledged and recorded details will include who was a bystander.
- Where appropriate, parents will be informed and asked to meet with the teacher or Principal.
- The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly. Responses may take the form of counselling, support groups or adult mediation.
- All responses will maintain a “*Restorative Justice*” focus (giving the person using bullying behaviours the opportunity to repair damage done).

If the bullying behaviour continues, the following actions may be taken:

- **Removal** from the group (in class)
- **Withdrawal** of recess and lunchtime play time
- **Withholding participation** in any school trips or sports events that are not an essential part of the school curriculum
- A fixed period of **Internal Suspension**
- A fixed period of **suspension**

Prevention, intervention and coping strategies:

- Students using bullying behaviours may undergo a specific learning program in order to learn skills and strategies to make changes to their behaviour.
- Parents may be asked to attend some or all of these sessions in consultation with Mr David Manuel (Principal).
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

If the bullying continues, TELL someone IMMEDIATELY.

Things the school does to reduce bullying:

- Positive **role modelling** by staff and student leaders.
- Encouraging students to be **accepting & tolerant** of differences - studying different cultures, countries & beliefs.
- Acknowledging **every student has strengths**.
- Encouraging students to take **responsibility** for the **choices** they make and to look for ways of **repairing** damage done when an error in judgement is made.
- Teach **internet safety** skills and knowledge.
- Keep **regular contact** with parents.
- Teach the CPC (**Child Protection Curriculum**)
- Teaching **social skills, problem solving** and **conflict resolution skills** and encouraging **teamwork**.
- Access to **the Principal** for students to talk to.
- Writing stories or poems, drawing pictures about **bullying** and promoting **slogans** to discourage bullying.
- Having **discussions** about bullying and practising a range of **responses** to bullying.
- Regular **Bully Audits** of student safety at school.
- Provision of **sports equipment** and structured lunchtime activities.
- Provision of **quality supervision** in the yard by staff and SSOs.
- Implementation of the ‘**Play is the Way**’ program across the school R-7.
- Focusing on one **school value** per term and keeping the others in constant review.
- “Ethical Understanding” and “Personal & Social” capabilities outcomes integrated across the curriculum.