

# Reynella Primary School Bullying Policy

*At Reynella Primary School we have a Bullying Policy. However, it is important to know what is not considered Bullying, even though it might be quite serious.*

*Many times, a single act or behavior is such that it needs to be resolved, but it is not considered bullying. These may include; not liking someone, being excluded, accidentally bumping into someone, making other kids play in a certain way, a single act of telling a joke about someone, arguments, expressing unpleasant thoughts or feeling regarding others and single acts of aggression.*

*All the behaviors above are unpleasant and need to be addressed, but they are not in themselves defined as bullying.*

*Below is the school policy. We endeavour to act fairly and also to maintain privacy where necessary. At the same time each teacher works proactively to give children the skills to deal with Bullying if it occurs, using our Play is the Way program as one strategy of doing this.*

## BULLYING POLICY

### 1. Rationale

We believe each person is a unique individual bringing special qualities and gifts to share and so we all have a right to be respected and a responsibility to respect each other.

Therefore, we do not tolerate bullying or harassment in any form. Our staff is committed to ensuring a safe and supportive environment, which promotes personal growth and fosters positive self-esteem for all. We aim to maintain a setting in which everyone feels valued and respected and where individual differences are appreciated, understood and accepted.

#### Definitions

##### Bullying is:-

- A repeated and unjustifiable behaviour
- Intended to cause fear, distress and/or harm to another
- May be physical, verbal or indirect/relational
- Conducted by a more powerful individual or group
- Against a less powerful individual who is unable to effectively resist

##### Types of bullying:-

	<b>Direct</b>	<b>Indirect</b>
<b>Physical</b>	Hitting, slapping, punching Kicking Pushing, strangling Spitting, biting Pinching, scratching Throwing things, e.g. stones	Getting another person to harm someone
<b>Non-Physical</b>	Mean and hurtful name calling Hurtful teasing Demanding money or possessions Forcing another to do homework or commit offences such as stealing	Spreading nasty rumours Trying to get other students to not like someone
<b>Non-Verbal</b>	Threatening and/or obscene gestures	Deliberate exclusion from a group or activity Removing and hiding and/or damaging others' belongings

## Harassment

Harassment is any unwanted, unwelcome, or uninvited behaviour which makes a person feel humiliated or offended. Harassment can be seen as one form of bullying. The terms are often used interchangeably.

## Objectives

The objectives of our whole-school bullying policy are:-

- To raise awareness among staff, students and parents about bullying
- To actively counter bullying at the school
- To provide strategies to resolve conflict and respect differences
- To create a school environment where all students, staff and parents feel safe and welcome
- To create a climate where it is okay to talk about bullying and ask for help
- To promote positive mental health

## 2. Rights and Responsibilities

### Rights

- Every person has the right to feel safe. Any person who bullies another is denying them that right. This means we have to think about others (not just ourselves) in the classroom and in the playground. The right to feel safe means we have a responsibility to consider how we speak and act towards others. Bullying takes away a person's sense of security. The right to safety means that any bullying of any kind is unacceptable.
- Every person has the right to be treated with respect and fairness. This means we show respect to other people and their property, in the class and in the playground. The right to receive respect and fair treatment requires from us the responsibility to show manners and courtesy towards each other.
- Every person has the right to learn. This means we do not adversely affect the learning of another student.

At school it is everyone's responsibility to take the necessary steps to stop bullying behaviour. The school will not tolerate any action that undermines a person's right to feel safe, respected and to learn.

### Responsibilities

**Staff, students and parents have the following responsibilities:-**

- Leadership Team will:-  
support, promote, enact, maintain and review the bullying policy and procedures
- All staff will:-  
be familiar with the school's bullying policy and procedures
- Teachers will:-
  - be models of caring and tolerant behaviour
  - listen to reports of bullying
  - act upon these
  - protect the person being bullied from further harm
  - act to stop the behaviour recurring
  - record identified bullying incidents
  - inform the Principal / leadership

### **Students who are bullied need to communicate about it with;**

A teacher, a staff member, a student of trust or their parents giving full details of the event. Alternatively students could write details about the event and place it in a class meeting box.

- Student witnesses to bullying should:
  - Intervene if they are able
  - Seek teacher assistance
  - Document the incident if requested
- Parents should:
  - Listen sympathetically to reports of bullying
  - Speak to relevant school personnel (not the alleged student/s concerned)
  - Work with the school in seeking a permanent solution
- Parent witnesses should:
  - Be limited to verbal intervention if appropriate
  - Seek teacher assistance
  - Document the incident if requested by school staff

All parties are expected to treat each other with respect and dignity and ensure the confidentiality of any issues that may arise.

### **Teachers' Responsibilities**

- Teachers to be familiar with the school's bullying policy and procedures
- Teachers to be models of caring and tolerant behaviour
- In the first weeks of each school year, the non-acceptance of bullying is to be discussed in class
- Teachers to make students aware of the responsibilities with regard to the bullying policy
- Implement lessons to develop resilience to bullying. Health lessons for years R-7 should be taught during term 1 using the 'Friendly Schools' kit – Unit 1 – 'Understanding Bullying'
- Teach relevant strategies
- Attend to reported instances of bullying behaviour
- Treat information regarding bullying confidentially.

## **3. School strategies to reduce and prevent bullying**

Our strategy is to develop two aspects: prevention and management. Prevention strategies assist students to become resilient. The management strategy we will develop is the Play is the Way, Student Support and 'Shared Concern' approach. Although this approach will not be based on sanctions or punishments, the school has a range of such measures available, up to and including suspension or exclusion which are in accord with our Behaviour Management Plan and which may be used in response to bullying.

### **Prevention Programs**

Whole-school approach

- Compose a school policy for 'bullying'
- All staff made aware of bullying issues, student attitudes, the need to take action and of their role in implementing the policy
- The bullying policy clearly articulated to staff and parents
- All staff to provide careful supervision
- Discuss the issue of bullying regularly at staff meetings and provide training to all staff
- Anti-bullying material included in Health priority and in line with Play is the Way, Program Achieve and the 'Friendly Classrooms' kit.

- Teachers to run a universal program in the classroom as a prevention model. Cross-curriculum content is utilised to provide practice in conflict resolution and protective behaviours.
- Class meetings, community circles and group problem solving circles to discuss and practice problem-solving measures.
- Educating students about **cyber safety** and responsible use of electronic devices.
- Teaching students to be helpful bystanders and support their peers.
- Working with parents, families, police, DECD and community agencies.
- Collect and analyse Bully Data regularly and use to inform prevention programs.

Preventative support systems to be developed including peer support to assist in making the school safer by reporting incidents and assisting students who may be targets of bullying. Teach bystander students to challenge bullying. Provide safe places and group problem solving.

Reward positive action and appropriate behaviour, strategies may include:

- End of term certificates for not getting a planning centre during the term.
- Rewards for classes tidying the yard.
- Merit certificates at some level at school assemblies.
- Link positive behaviour to our five whole school agreements.

Inform the students about opportunities for incidents to be reported confidentially in a verbal or written form to staff, principal and parents.

New students arriving later in the school year to be advised of the policy

#### **Induction of new students and new staff**

- Class teachers to introduce new students to the desired outcomes and prevention programs.
- Line managers to discuss programme with new staff as a part of their induction program.

#### **Further Resources**

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

[www.cybersmart.gov.au](http://www.cybersmart.gov.au)

[www.decs.sa.gov.au](http://www.decs.sa.gov.au)

[DECD - Bullying, Harassment and Violence](#)

[www.youthbeyondblue.com](http://www.youthbeyondblue.com)

Or by contacting:

DECS Parent Helpline:	1800 222 696
Kids Helpline:	1800 551 800
Youth Helpline:	1300 131 719