ANTI-BULLYING POLICY 2012

At Padthaway Primary School and Preschool every person has a right to be safe. Therefore we take bullying seriously. This policy explains what bullying is, how you can deal with it, what we will do to respond to bullying. In this document we also outline the shared responsibilities of staff, parents and students to promote positive behaviour and proactively prevent bullying from developing whilst minimizing its effect when it occurs.

Definitions of Bullying & Harassment

**Bullying** is any repeated unjustifiable behaviour (physical, verbal or psychological) intended:
- to cause fear, distress or harm to another
- to take away someone's power or safety
- conducted by a more powerful individual or group against a less powerful individual or group

Examples of **Bullying** include:
- physical (hitting, kicking, pushing, strangling, throwing things)
- non-physical (name calling, teasing, racial harassment, gossiping)
- non-verbal (threatening and obscene gestures, excluding from a group or activity, removing or hiding belongings)

**Harassment** is any behaviour that is uninvited, unwelcome and unwanted that causes another person to feel hurt or uncomfortable.

Examples of **Harassment** include:
- teasing, name-calling, rude gestures, and drawing/writing offensive/unpleasant messages
- put downs about someone’s gender, race, religion, appearance, age or personal attributes
- unwelcome comments about girlfriends and boyfriends

If you see bullying you must report it straight away.
It is everyone’s responsibility to stop bullying!
# Dealing With Bullying: Our Roles

We support the right of any member of the School and Preschool Community to use the Anti-bullying Policy to address any grievance relating to harassment or bullying. It is important to keep grievances confidential.

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<tr>
<th>Role of Students</th>
<th>Role of Parents/Community</th>
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<tr>
<td>Don't retaliate but try and solve the problem. Show leadership and look after each other and tell the person who is harassing to stop. If you are asked to stop an action then stop it straight away. Report bullying straight away. Talk to a staff member who will listen, then together they will work out the best way to handle the problem with you. The staff member will speak with the person harassing the student.</td>
<td>When concerned about your child being harassed or bullied, see a teacher or staff member to discuss your concerns. If harassment or bullying is occurring, the teacher/staff member will act to make it stop. If still dissatisfied, approach the Principal who will take action to resolve the harassment/bullying.</td>
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<th>Role of the school when bullying is reported:</th>
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<td>- We listen and talk to both the person who has been bullied and the person who has bullied others. We may also talk to any witnesses</td>
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<td>- We put negotiated consequences in place for the student who has been bullying others</td>
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<td>- We talk through all of the issues and provide time for students to give their input</td>
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<td>- We provide counselling and follow up support as needed</td>
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<td>- We contact families using formal and informal processes depending on the issue and its severity</td>
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<th>Consequences of Harassment/Bullying</th>
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<td>- At Padthaway School and Preschool we support students to learn socially appropriate behaviours. Where incidents of harassment or bullying are evident or reported, the following will/can occur:</td>
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<td>- A discussion about the incident in conjunction with individual rights and responsibilities is held with a teacher and/or Principal with the perpetrator</td>
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<td>- Subsequent responses will depend on the nature and severity of the harassment or bullying</td>
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<td>- The response will include a verbal apology and may include a written apology</td>
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<td>- The response may include parent notification</td>
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<td>- The response is likely to include personal service or actions to restore good work or friend relations with the person who has been harassed or bullied</td>
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<td>- The response is likely to include a class discussion on the role of bystanders to the incident</td>
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<td>- The response may include a family conference</td>
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<td>- The response may include restricted play/work/access</td>
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<td>- The response may include referral to Health, Wellbeing, Police or Social Work support personnel/agencies</td>
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Promoting Positive Behaviours: Shared Responsibilities

Promoting positive behaviour is a shared responsibility of staff, parents and students. It is done with the intention of proactively preventing bullying from developing whilst minimizing its effect when it occurs.

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<tr>
<th>School Staff</th>
<th>Parents</th>
<th>Children</th>
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<tr>
<td><strong>Moral and legal responsibility</strong> to support all learners in environments free of harassment or bullying.</td>
<td>Parents have a <strong>moral and legal obligation</strong> to protect and raise children in safety, free of harassment or bullying.</td>
<td>Students have a <strong>right to fair and safe treatment</strong>, learning in environments <strong>free from harmful bullying or harassment.</strong></td>
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<tr>
<td>As teachers our supervisory and duty of care roles require us to:</td>
<td><strong>Stay in touch</strong> with your child, be aware of and attend to changes in feelings or behaviours</td>
<td>Students have a responsibility to:</td>
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</table>
| **Build relationships** of trust with students, parents and wider community members  
Support team members to implement the agreed Code of Conduct | **Support everyone’s right to feel safe**, be active in developing and supporting safe school policy | Be fair and honest  
Treat others as you would like to be treated  
Listen politely to others  
Speak in a respectful tone of voice  
Act and move in safe ways  
Use good manners  
Keep hands off others’ belongings and work  
Allow others their personal space  
Look with care and respect at others  
Give and seek help when needed |  |
| Use **preventative intervention** strategies and inclusive teaching methodologies to build protective factors in children | **Take interest in what your child enjoys**, achieves | Engage in fair resolution when a problem arises  
Be accountable for choices you make  
Take part in learning to develop your understanding of anti-bullying, anti-harassment and laws relating to discrimination and exclusion  
Think positively, avoiding mean thoughts of others  
Play by the rules – follow the School Code of Conduct  |
| **Be a positive role model** for others | **Listen carefully**, understanding child concerns |  |
| **Provide effective support** for all involved in bullying, teasing, alienation or discrimination | **Model appropriate behaviour** in your own relationships with others and with school staff |  |
| **Manage incidents** and learn from them | **Communicate** an understanding that bullying is everyone’s problem |  |
| **Conduct regular safety audits**; document, collect data, analyse, intervene, monitor, evaluate | **Avoid comparing your child with others**, tell and show love for your child for their own sake |  |
| **Participate** in review of programs, policies and procedures | **Try not to involve children in adult problems.** |  |
| **Engage in relevant training opportunities** | |  |
Contact Us

School Contact People for Concerns, Questions, Support:

SSO Team  Deb Brown, Sandi Key, Michelle Maynard, Kirlie Turner
Preschool  Peta Fraser
          R/1/2  Ashlea Dewhirst
          3/4/5  Pam Steer
          6/7  Michelle Lampard
Indonesian, R/1/2 Health  Shirley Dickson
CPSW  Stephen Edwards
Principal  Tyrone Stapleton

Phone:  8765 5028