



Dungowan Public School

ANTI-BULLYING POLICY

Date

June, 2018

Rationale

Schools should provide a safe and supportive learning environment for all students. Students should feel a sense of belonging, participation and achievement. We must recognise that bullying occurs and that it needs to be dealt with swiftly and with due thought to procedural fairness. We aim to build a strong and supportive culture, so that bullying and anti-social behaviour is not acceptable.

What is Bullying?

Bullying is the intentional, ongoing behaviour by an individual or group of individuals that causes upset, distress, hurt or an intense sense of fear.

Bullying is damaging to both the victim and perpetrator. It is often self-perpetuating.

Bullying can be physical, verbal or psychological or cyber.

It includes, *but is not limited to*:

- **Verbal:** name calling, teasing, abuse, putdowns, insults or threats.
- **Physical:** hitting, punching, kicking, scratching, tripping, spitting.
- **Psychological:** ignoring, excluding, daring, manipulating, making rude, cruel or crude gestures, racism, spreading rumours intentionally; dirty looks; hiding or damaging possessions; inappropriate notes, letters, phone messages, SMS misrepresentation, threats.

Rights and responsibilities:

All students and staff have the right to work in an environment free from violence and intimidation.

Students' Rights and Responsibilities

Right	Responsibility
To feel safe in the classroom	To ensure that you don't make others feel unsafe in the classroom.
To feel safe in the playground	To ensure that you don't make others feel unsafe in the playground.
To not feel bullied or picked on	To not bully or pick on others

Whole School Strategies

The valuable classroom programs and engaging playground ensure students are individually catered for academically, physically socially and emotionally.

Parental involvement is encouraged & the school's emphasis on developing quality relationships provide staff, students & parents with an environment that is positive and consistent.

Classroom Strategies

Anti-bullying lessons are dealt with in PH Health & child protection lessons and also as the need arises in the form of discussions with individual children, small groups or whole school.

Social skills, including conflict resolution, are an integral part of lessons. Students are given opportunities to discuss and implement ideas for effective use of the playground, rules for games and procedures for resolving conflict in situations such as team games. Class rules and expectations are negotiated with the teaching staff and students. The school follows the "You Can Do It Program".

Computer usage Agreement is in force. Students are aware that Principal and staff have access to all student emails at any time.

Practices to deal with bullying behaviours

Instances of bullying should be reported to the teacher for investigation. Where the incident is considered to be less severe, the

matter will be dealt with immediately, with the instigator being removed from further contact with the victim for a time deemed appropriate by the teacher on duty.

Investigation of reported or observed incidents will follow principles of the Restorative Justice program. All parties to the incident have the opportunity to present their point of view, using the following questions:-

- What happened?
- What were you thinking at the time? / How did it make you feel?
- Who has been affected by your actions? / What did you do to solve the problem?
- What can you do to make things right? / How can it be put right?

Where an incident is considered serious, or the same students are involved in repeated incidents of bullying, the principal will be asked to investigate further. Written records of more serious incidents will be kept. The principal will contact the parents of students involved in these incidents.

A monitoring process will be implemented and if necessary, counseling may be sought.

Where the bullying is persistent and/or violent, steps will be taken towards suspension.

Where the bullying has been committed via cyber space then parents will be informed & computer privileges will be removed as per *Computer Usage Agreement*.

DEC policy will be followed.

Role of the students, staff and parents:

All stakeholders have an important role to play in the identification, isolation and dealing with the issue of bullying.

Students:	Staff:	Parents:
<ul style="list-style-type: none">▪ Report any bullying to the teacher or principal and ask for help▪ Ensure you know what action was taken▪ Refrain from retaliating▪ Practice skills of self discipline▪ Don't put up with being bullied▪ Don't be intimidated by the bully not to tell▪ Help others who are being bullied	<ul style="list-style-type: none">▪ Respond to all concerns▪ Ensure all parties see that concerns are taken seriously▪ Take a proactive approach to supervision▪ Monitor specific students▪ Complete documentation▪ Follow discipline plans and DET & school policies▪ Attend inservices when available & appropriate▪ Report any instances requiring further action to the principal	<ul style="list-style-type: none">▪ Be aware of changes in your child's behaviour and attitude at school▪ Discuss any concerns with the class teacher as soon as possible▪ Read school newsletters▪ Discuss with your child positive ways to handle the situation▪ Support the school in its efforts against bullying▪ Work with the school to ensure reasonable standards of social behaviour from the children

Additional Resources

Posters and information pages

Incident reports for victim & perpetrator

What is bullying?

Bullying can be said to be intentional, ongoing behaviour by an individual or group of individuals that causes upset, distress, hurt or an intense sense of fear.

Bullying involves intentional and wilful misuse of power in relationships.

Bullying often seems to involve direct or indirect harassment, humiliation, violent or physical domination and/or intimidation of others.

Bullying behaviour can be:

- **Verbal** such as: name calling, teasing, abuse, putdowns, insults or threats.
- **Physical** such as: hitting, punching, kicking, scratching, tripping, spitting.
- **Social** such as: ignoring, excluding, making rude, cruel or crude gestures.
- **Emotional** such as: spreading rumours intentionally; dirty looks; hiding or damaging possessions; inappropriate notes, letters, phone messages, SMS misrepresentation.

How to handle children who bully you

- Avoid them. Walk away. Never find yourself alone with them. Stay in sight of an adult. There is often strength in numbers.
- Be firm and strong even if you don't feel it. Look them straight in the eye and stand up tall. Tell them to leave you alone and walk away.
- Ignore them, pretend you didn't hear the comment.
- Find a friend. Play with friendly children.
- Get help from older students or older brothers and sisters.
- Go to the office.
- Don't fight back physically. It just gets you in trouble too.
- Tell your class teacher or the Principal.
- Go to a trusted friend and seek help.

Information for parents

If your child is being bullied...

- Listen carefully to your child.
- Assure your child that it is not their fault
- Stay calm
- Get accurate details
- Give your child some strategies to cope. Practise the strategies with your child.
- If your child is different in some way, help them to be proud of their differences.
- If the problem persists seek assistance from the class teacher.
- If the problem continues seek support from the Principal.
- Encourage your child to seek help in the playground, from older children, the school prefects or a teacher.

Information for parents

If your child is bullying others...

- Initially you will be defensive and unbelieving. This is natural.
- Find out all the facts preferably from the school. Telephoning other parents can stir up a lot of unnecessary concern.
- Talk to your child but do not blame.
- Emphasise that bullying is not acceptable in your family.
- Role play alternative behaviours.
- Seek assistance from school or health professionals.
- Be specific about consequences for continuing unacceptable behaviours.
- Reward appropriate behaviour.

Bullying Incident Report.

Incident date: _____

Reported to: _____

What happened?
How did it make you feel?
What did you do to solve the problem?
How can it be put right?

Signed _____ Dated _____

Action taken:

Signed _____ Date _____

Bullying Incident Report.

Incident date: _____

Reported to: _____

What happened?
What were you thinking at the time?
Who has been affected by your actions?
What can you do to make things right?

Signed _____ Dated _____

Action taken:

Signed _____ Date _____

