



ANTI-BULLYING POLICY

POLICY DOCUMENT

Ratified by Staff: 2021

Ratified by Governing Council: November 2021

Review Date: November 2023

DEFINITION

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.

Conflict or fights between equals and single incidents are not regarded as bullying. Bullying of any form or for any reason can have long-term effects on those involved including bystanders. Bullying is a clear form of harassment.

RATIONALE

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.

AIMS

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

IMPLEMENTATION

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- The school will adopt a four-phase approach to bullying.

1. Primary Prevention:

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response, e.g. distribution and use of Bullying Brochures.
- To provide classroom programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving, including the successful start program.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Staff and students promote the philosophy of 'Treat others as you would like them to treat you'
- Gathering whole school data annually relating to bullying behaviours, location and strategies used by students



2. Early Intervention:

- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact school if they become aware of a problem.
- Recognition for positive behaviour and resolution of problems.

3. Intervention:

- Once identified; the perpetrator, victim and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Both perpetrator and victim offered counselling and support by staff
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's behaviour management structures.

4. Follow Up Action:

- Consequences may involve:
 - office connection
 - reflection room
 - school suspension.
 - withdrawal of privileges.
 - ongoing counselling from appropriate agency for both victim and the person who engages in bullying behaviours.
- Ongoing monitoring of identified students who engage in bullying behaviours.
- Rewards for positive behaviour.
- Parents may be involved in developing a behaviour plan to support the student in changing their behaviour, and to support the school.

EVALUATION

This policy will be reviewed with student, parent and community input as part of the school's regular review cycle.

WHAT IS BULLYING?

Bullying can take many forms. We consider the following behaviours to be bullying:

Physical

- hitting, kicking, punching
- pushing, shoving, spitting
- making rude gestures
- taking or damaging something which belongs to someone else
- forcing others to hand over food, money or something which belongs to them
- making someone do something they don't want to



Verbal

- name calling
- teasing
- threatening
- making fun of someone because of their appearance, physical characteristics or cultural background
- making fun of someone's actions

Indirect

- excluding others from the game or group
- spreading stories about others
- spreading untrue stories about others

IF BULLYING OCCURS:

- we may feel frightened, unsafe, embarrassed, angry or unfairly treated, our work, sleep and ability to concentrate may suffer
- our relationships with our families and friends may be affected and we may feel confused and not know what to do about the problem.

STRATEGIES TO DEAL WITH BULLYING

At Trinity Gardens School we will:

- Openly talk about bullying – what it is, how it affects us and what we can do about it.
- Teach our children the skills which will build their self-esteem and empower them to take the responsibility for themselves – and give them the opportunity to practise these skills.
- Implement the policy which clearly states what actions we will take to deal with bullying behaviour.

Responsibilities of staff:

- be role models in word and action at all times
- ensure that our classroom management practices support respect for others
- be observant to signs of distress or suspected incidents of bullying
- deal with all reported and observed incidences of bullying as set out in the policy
- ensure that children are supervised at all times;
- during yard duty make efforts to remove occasions for bullying by actively patrolling
- arrive at class on time and move appropriately between lessons including specialist lessons
- report incidences of bullying to the leadership team if this is warranted

Responsibilities of children:

- to 'tell' (eg. a parent, teacher, staff member) if they are being bullied or if they see someone else being bullied – both at school and on the way to or from school
- to help someone who is being bullied
- to not bully others



Responsibilities of parents

- to watch for signs that their child may be being bullied eg. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising
- to speak to someone on staff (classroom teacher first) at Trinity Gardens School if their child is being bullied, or they suspect that this is happening
- to encourage their child to 'tell' if they are bullied

CYBERBULLYING

The internet has become an integral part of life for people of all ages. It provides access to a myriad of information and enables people to research, create and communicate in new and exciting ways.

For children and young people the internet has become essential to learning, playing and socialising, with many of them using computers and the internet from an increasingly early age.

But there are risks. Children may, unwittingly or deliberately, share personal information without realising that they could be subject to identity theft, or that they are leaving behind content which might not reflect well on them in the future.

They might be exposed to content which is sexually explicit, violent, prohibited or even illegal.

They might experience cyber bullying or be at risk from contact by strangers. Teenagers, in particular, might be caught out by the commercial side of the internet, through advertising, scams or through sharing downloads of music or television programs.

We can continue to educate students at Trinity Gardens School, but parents play a critical role in helping them have safe and positive experiences online.

For further information around Cybersafety visit the safety commissioner website: esafety.gov.au