

# Policy to address Bullying Behaviour

This policy needs to be read in conjunction with The Student Wellbeing and Engagement Policy.

## PURPOSE

All students have the right to feel safe and happy at school. This policy focuses on the processes that are to be followed to ensure that this fundamental right is observed and respected by all members of the Pender's Grove Primary School community. The school provides a nurturing and caring environment for its students, families and staff.

## DEFINITION

Bullying is a deliberate act to hurt someone physically, verbally or psychologically. Bullying is a repeated act. It can happen in any place and at any time where and when people interact such as; at home, at school, in our wider community and in online environments. Bullying is a serious problem, which harms the victim and the bully.

Bullying includes such repeated acts as:

fighting, pushing, kicking, teasing, name calling, offensive language, putting people down, rude gestures, leaving someone out of a game, posting hurtful comments on a blog, spoiling someone's game, writing offensive emails, hiding or damaging someone's belongings, threats to 'get' someone, making up stories about someone or using threats

## IMPLEMENTATION

### 1. Prevention

The school will develop and implement programs across all year levels specifically aimed at promoting positive self esteem, and social skills. These skills include assertiveness training, strategies in responding to cyber bullying, coping with difficult situations, resilience and understanding rights and responsibilities.

The school has an ICT Terms of Use statement, which is discussed with and signed by all students'. Students are expected to be respectful in how they collaborate and communicate online and agree not to participate in online bullying.

On a regular basis teachers will discuss and raise issues with students about observed positive behaviours and bullying. Activities will be undertaken whereby teachers work with students on inclusive play, cyber ethics, using appropriate language, cooperative play in games, playing by the rules and how to sort out disagreements in play/games.

A buddy system will be set up each year between lower and higher grade levels to link groups and individuals so that there is a positive support network established in the playground for students who need support.

The school will encourage links with the wider community and embrace programs and suggestions to assist in the implementation of this policy.

### 2. Intervention

Staff will observe students on an ongoing basis to identify trends of bullying across the school by monitoring of serious incidents by the principal and in regular discussions at staff meetings.

All students have the right and responsibility to report bullying at any time whether it occurs to them personally or to another child. If bullying occurs the following action may be taken:

The incident reported to the class teacher or the yard duty teacher. The Principal and the Assistant Principal can also be approached. These discussions are viewed as confidential.

The class teacher, yard duty teacher, or principal will initiate action to ensure that the bullying stops. This action may take several forms including:

- Time Out
- Counselling
- The development of contracts

- Parents will be informed as necessary and may be asked to be present for interviews or counselling sessions
- Formal discipline procedures (as set out by DEECD) may be instigated at the Principal's discretion.
- Yard duty teachers report any incidents that they deal with in the school ground, which may cause them concern to classroom teachers and, if appropriate the Principal. Recurring names will be followed up by the principal. Student welfare issues will be an agenda item at staff meetings.
- Information and current programs relating to bullying is published in the school newsletter and the school website when appropriate.

**Evaluation**

This policy will be reviewed as part of Pender's Grove three year review cycle.

Ratified by School Council 21 November 2011