

At North Ingle School we want all students to feel safe, happy and free from bullying or harassment.



The school's Anti-Bullying and Anti-Harassment Policy is upheld and supported by the school's Behaviour Code Policy and Grievance Procedure Policy.

June 2018

North Ingle School



Anti-Bullying & Anti-Harassment Policy

What is Bullying and Harassment?

Definitions:

Bullying is repeated verbal, physical, social or psychological behavior that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Harassment is behavior that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

Bullying and Harassment can include the following:

- Bystander – supporting a bully with their actions by being part of the audience
- Cyber - is the repeated use of the internet , mobile phones and other technologies to bully, intimidate and humiliate others. It differs from other bullying because it often continues outside of school and school hours.
- Exclusion – being deliberately left out of a group or activity, tormenting (eg hiding book, hat etc), ridicule, humiliation
- Physical – hitting, punching, tripping, pushing, hair-pulling
- Threatening – being made to feel afraid of getting hurt or being forced to do something you don't want to do
- Verbal – putdowns and name calling, sarcasm, spreading rumours, persistent teasing, threats and intimidation, extortion

What Parents and Caregivers can do to reduce Bullying or Harassment

- Encourage children to talk things through with you so that you can ascertain the facts.
- Try to keep an open mind, remembering that there are other points of view
- Talk to children about what they can do to make themselves safe
- Communicate with school staff so we can work together to restore safety and equity.
- Monitor use of digital devices used by their children.

Need more information?

- Kids Helpline: 1800 551 800 (www.kidshelp.com.au)
- www.bullyingnoway.com.au
- www.antibullying.net

If you have any questions or concerns please speak with

- Your child's class teacher
- The Principal
- The Pastoral Care Worker



If you are a victim of Bullying or Harassment you can:

- Ignore the bully
- Move away from the person bullying you
- Choose to associate with other friends
- Approach the person who is harassing you and tell them to stop
- Report the problem to a friend, teacher, School Support Officer, parent or the school Principal.

If you are involved in Bullying or Harassment of another person it is your responsibility to stop now!

- North Ingle School staff will help you to make strong social choices to stop bullying behavior and develop positive relationships with peers

How can I tell if my child is being Bullied or Harassed?

As a parent or caregiver, you have an important part to play in helping your child and the school deal with bullying and harassment.

Signs that a child is being bullied or harassed may include

- Refusal to go to school, and making excuses not to go (eg pretending to be sick)
- Unexplained cuts, bruises or scratches
- Illness without any possible cause
- Unexplained change of mood, tension or emotional distress (crying, acting out, periods of sadness)
- Damaged or missing clothing/possessions
- Excessive time spent using digital devices; secretive responses when questioned about the interaction in which they are engaged.

What do we do about Bullying or Harassment?

Prevention strategies

At North Ingle School we:

- Teach and promote the following values:
Respect, Integrity, Commitment, Caring, Honesty.
- Use the Child Protection Curriculum to inform students about the negative effects of bullying and harassment on an individual and community level.
- Respond to Student Voice through class meetings and Student Representative Council School meetings.
- Work together with our Buddy classes
- Use Restorative Justice Principles to create opportunities for those involved in conflict. We work together to understand, clarify and resolve the situation and repair the harm caused.
- Conduct Bullying and opinion surveys from students and parents.
- Report survey data to Governing Council.
- Teach and promote safe use of digital devices, including how to block cyberbullying communications.
- Create a positive culture in our school and community which doesn't tolerate bullying in any form.

Intervention Strategies

- Listen and talk with all those involved in a bullying or harassment episode to ensure that there is a fair and equitable understanding of events.
- Ensure that our practices and response to bullies takes into account the age, ability, social development, language acquisition and experiences of the student.
- Use Restorative Justice Principles to create opportunities for those involved in a conflict to work together to understand, clarify and resolve the situation and work together towards repairing the harm caused.
- Inform and work in partnership with parents/carers about the situation and resolution.
- Promote children reporting bullying incidents involving themselves or others.
- Teach students about taking action when they are a bystander
- Developing staff and community understanding regarding the issues of bullying and how to address them effectively and respectfully.
(School & Class Newsletters, workshops)
- Conduct cyberbullying workshops in conjunction with SAPOL for students and families.

Post intervention strategies

- Monitoring the safety and wellbeing of students and members of the school community.
- Keeping parents/care-givers informed of strategies.
- Referring to DECD Support Services where appropriate.
- Collecting data about hot spots and addressing these in the yard.
- Reviewing and evaluating our Behaviour Code and related policies on a regular basis.

What a student can do to reduce bullying or harassment

If you are a bystander or a witness to bullying or harassment it is your responsibility to help protect the victim by:

- Being a friend to the person being bullied.
- Letting the bully know that their bullying behaviour is inappropriate without putting yourself at risk.
- Reporting the harassment to a staff member or trusted adult so that the bully and the victim can receive assistance.
- Report cyber bullying to parents/carers.
- Do not forward or pass on any cyber bullying materials.
- Encourage the person being bullied to talk it over with their teacher, parent/caregiver or another trusted person.