



Petersham Public School

Anti-Bullying Policy and Procedures

At Petersham Public School every person has a right to feel safe and be respected. The aim of this policy is to provide a safe caring and inclusive environment free from bullying for all members of the school community. Our school rules are to:

Be safe Show respect Cooperate Do your best

Definition

*Bullying can be defined as intentional, **repeated behaviour** by an individual or group of individuals that causes distress, hurt or undue pressure.*

Bullying involves the abuse of power in relationships.

Bullying can involve all forms of harassment, humiliation, domination and intimidation of others.

Bullying behaviour can be verbal, physical, social or psychological.

We consider the following behaviours to be inappropriate, and if repeated and intentional, 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 do.

Verbal:

- Name calling
- Teasing
- Threatening
- Making fun of someone because of their appearance, physical characteristics or cultural background
- Making fun of someone's actions

Social / Psychological

- Excluding others from the game or group
- Spreading untrue stories about others
- Inappropriate or unkind communication via the internet

An argument or fight between two people does not necessarily constitute bullying. An occasional argument or fight is a fairly common occurrence for most children and although unpleasant, is not viewed as bullying and would be dealt with as outlined in the Student Wellbeing Policy.

Statement of Purpose ~ Responsibilities

Students have a responsibility to :

- Report unkind or bullying behaviour to the teacher on duty, class teacher or a teacher of the student's choice before going home on the day.
- Know it is OK to tell.
- Inform staff if they witness unkind behaviour or bullying.
- Tell the person who is unkind that you don't like it and to stop the behaviour.
- Support the person who is being bullied and request help from a teacher at the time of the incident.
- Choose to talk to a peer or buddy.

Teachers have a responsibility to:

- Listen to and support the target of the bullying by acknowledging the nature and seriousness of bullying behaviour.
- Find out the background and attempt to resolve the incident using the Restorative Practices questions.
- Record incidents of bullying in the online Behaviour Register.
- Communicate the incident to the Assistant Principal / Principal, child's classroom teacher and other staff as appropriate.

- Ensure students are adequately supervised at all times.
- Model appropriate behaviour.
- Implement explicit teaching strategies to develop awareness and understanding of the school's Anti-bullying policy and procedures and of all roles in bullying (perpetrator, target, bystander).
- Respect and support students in all aspects of their learning.

Parents and Caregivers have a responsibility to:

- Encourage students to report any incidents of unkind behaviour or bullying at school on the day it happens.
- Discuss the school's Anti-bullying Policy and procedures with their children.
- Encourage students to discuss the effects and consequences of bullying.
- Contact the school if you are aware that any child is being bullied or suspect that it is happening.
- Work with school to implement this policy.
- Manage and monitor use of internet.
- Work with and support staff with the implementation of procedures.

Assistant Principals & Principal have a responsibility to:

- Provide support to the targets of bullying.
- Record and monitor incidents of bullying behaviour.
- Implement anti-bullying procedures as per this policy and the Student Wellbeing Policy.
- Encourage target student to report similar behaviour if repeated.
- Keep the class teacher informed and involved.

The School has a responsibility to:

- Develop and make available policy and procedures.
- To be proactive in dealing with incidents.
- Include Bullying awareness and strategies in the curriculum.
- To implement, monitor and review, policy and procedures.

General Strategies to deal with Bullying

- Implementation of Anti-bullying lessons through the Bounce Back Positive Psychology program, Social Skills programs and Anti-bullying incursions
- Awareness raising and open discussion about bullying – What it is? How It affects us? And what can we do about it?
- Reporting procedures maintained in line with the Student Wellbeing Policy.
- Regular communication with all members of the community of our responsibilities and policy procedures.
- Use of Restorative Practice Questions to respond to incidences.
- Encouragement of the “ SAY NO + GO + TELL strategy “

REPORTING OF BULLYING

Incidences of bullying can be reported to any teacher, the Principal or the Assistant Principal by children, parents and carers. Any bullying incidences will be recorded and monitored.

Procedures for Responding to Reported Incidents of Bullying

- Comfort and reassure the target.
- Seek support from Assistant Principal or Principal in managing the situation.
- Talk to students involved about the incidents using the Restorative Practice Framework.
- Give each student a chance to tell their story.
- Determine consequences in line with the Student Wellbeing Policy
- Record the incident, consequence and actions taken in the online Behaviour Register
- Check if other incidents have occurred.
- Communicate incident to parents.
- Monitor the behaviour of the children involved following the discussion.
- If a child continues to bully others, make an appointment to see their parents or carer. Remind them of the policy and ask them for their co operation in stopping their child from bullying other children.
- If bullying behaviour is ongoing, future strategies may include referral to the School Counsellor, withdrawal from the playground or other school activities, or suspension from school.

The teaching and executive staff will be responsible for implementing these procedures and ensuring that incidences of bullying are managed as soon as possible after they are reported or observed.

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