



ANTI-BULLYING POLICY

PURPOSE AND SCHOOL VALUES:

Bullying is not tolerated at Cadell Primary School. It is a universal problem, but we believe that as a school community, we can reduce or stop bullying incidents by working together. To achieve this, it is necessary that we operate an active whole school Anti-Bullying Policy that is applied consistently and promptly.

DEFINITION: Bullying is a pattern of repeated physical, verbal, psychological or social aggression that is directed towards a specific student by someone with more power and is intended to cause harm, distress and/or create fear.

AIMS:

- * To be aware of the quantity and nature of bullying that takes place in the school.
- * To make changes in the school community to stop bullying behaviours.
- * To create a caring community where no students or staff fear intimidation.
- * To report all incidents of bullying.
- * To further the social, moral and cultural development of the individual and the community.
- * To implement anti-bullying programmes relating to self-awareness, responsibility and respect of others.

DIRECT BULLYING eg: breaking/damaging others things, body contact e.g – bumping, mean talk, yelling, teasing, pulling faces

INDIRECT BULLYING eg: Taking other people’s things, threats, ganging up, spreading rumours, letters/notes, talking behind others’ back

CYBERBULLYING eg: texting/SMS/MMS (mobile), Facebook, e-mail

SIGNS OF BULLYING MAY INCLUDE:

Unwillingness to attend school A pattern of vague headaches or stomach aches Personal items or equipment having gone missing damaged clothing or bruising	Expresses threats to hurt self or others Asking for extra pocket money or food ‘Hiding’ information on mobile devices or from social networking sites
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RESPONSIBILITIES OF PRINCIPAL:

- Ensure the annual review of Anti-Bullying policy.*
- Ensure parents acknowledge the Student Code of Conduct.*
- Provide support and guidance for all parties when required.*
- Implement appropriate Student Behaviour Management strategies when required.*
- Provide School governing Council with a report outlining updates and trends on school bullying each term.*
- Ensure this policy and reports are placed on the school website and via the school newsletter.*

RESPONSIBILITIES OF SCHOOL GOVERNING COUNCIL:

- Promote a clear message that bullying is unacceptable.*
- Ensure all families are aware of the complaint process and that everyone has to comply with the policy.*
- Ensure that reports about Bullying incidents and positive steps are in place to prevent these incidents.*

RESPONSIBILITIES OF STUDENTS:

- Tell an adult-parents, teacher, SSO, CPSW*
- Help others*
- Try to sort it out/ get help from school leaders*
- Be brave/make strong choices*
- Tell an adult – teacher, SSO, CPS Worker*
- Don’t do others dirty work*
- Ignore/ walk away – know your 5 things*
- Treat others how you’d like to be treated*
- Don’t take ‘NO’ personally*

RESPONSIBILITIES OF STAFF:

- Encourage the 5 finger strategy*
- Teach and work by the School Values/Play is the Way*
- Investigate any reports*
- Modelling positive behaviours*
- Encourage problem solving*
- Take a NO tolerance stance to bullying*
- Have a good relationship with students – Be approachable*
- Be consistent when dealing with bullying behaviours*
- Ensure children feel safe, secure Well-being*

RESPONSIBILITIES OF PARENTS/CARE GIVERS:

Encourage their children not to participate in bullying
Support school discipline
Report to teachers any concerns
Listen and talk to your children eg about their day/issues
Be prepared to accept your child might be the problem
Model respectful behaviour
Encourage children to problem solve

Be a good role model for your child
Encourage kids to do the right thing and find good in others
Support the consequences at school
Take a 'NO TOLERANCE' approach to bullying
Get children to understand there are 2 sides to a story
Listen and keep the communication lines open

RESPONSES TO BULLYING:

Anyone can and should report any bullying incident, whether as a bystander, victim or bully.

Students are encouraged and informed of the many people available and they should select approach someone with whom they feel comfortable.

All staff are ready and willing to deal with any incident that is brought to their attention. If appropriate, that staff member will deal with the incident individually; otherwise the Principal will be consulted.

Each person involved in a bullying incident has the responsibility in helping to eliminate bullying, which includes the bystander.

SCHOOL RESPONSES TO BULLYING ARE OUTLINED ON THE FLOW CHART AND MAY INCLUDE:

- An annual student survey**
- On-going education**
- Operating a reporting and recording procedure such as the behaviour book**
- Dealing with reports fast and fairly**
- Provide anonymity for all concerned whenever possible**
- Interviewing all involved**
- Offering advice and support for all concerned and if need be involve the ISBC Coordinator**
- Ensure all parties are kept informed**
- Operate a system of consequences which reflects the seriousness of the offence**

RESPONSE CHART

1) INITIAL INCIDENT

- (a) Reported in book**
- (b) Meeting with Staff Member**
- (c) Phone call or letter may be sent home to parents/caregivers of all involved**
- (d) Consequence for the perpetrator of bullying behaviour**

2) SECOND INCIDENT

- (a) Both sets of parents/caregivers contacted**
- (b) Plan developed to meet the needs of the students**
- (c) Further consequences which may include withdrawal from class or yard**
- (d) Further counselling/support and observations of relationships and interactions of students involved**

3) BULLYING INCIDENTS CONTINUE

- (a) Parents/caregivers attend a meeting at school**
- (b) Consequences may lead to suspension from school**
- (c) Additional internal/external counseling may be sought for those concerned**
- (d) Exclusion from school if bullying continues and perpetrator is unwilling/unable to change their behaviour**

The Anti-Bullying policy will be reviewed annually. The next review date is October 2017