



Wilmington Primary School

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Government
of South Australia

Department for Education

Wilmington Primary School Anti-Bullying Policy

Rationale

At Wilmington Primary School we believe everyone has the right to feel safe, supported and respected at school.

Everyone has the right to teach and learn.

We will not tolerate bullying or harassment at our school.

Our school values are: **RESPECT CARE HONESTY PERSISTENCE**

Bullying

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Bullying is when one student (or a group) keeps picking on another student again and again to upset or hurt them. They might hurt them physically, try to socially isolate them or say and do many mean or humiliating things to them.

Although it's neither respectful nor acceptable if someone behaves in a mean or aggressive way on one occasion, it isn't bullying. A fight or disagreement between students of equal power or status isn't bullying.

Not all distressing or hurtful behaviour is bullying. For example a single incident of malicious or aggressive behaviour.

Bullying and harassment are repeated actions. A single incident may still be responded to as part of the school's behaviour management processes as unacceptable behaviour.

Harassment

Harassment is behaviour that offends, humiliates, intimidates or creates a hostile environment by targeting 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

Harassment may be an ongoing pattern of behaviour or a single act, directed towards an individual or group. Harassment may be intentional or unintentional and use specific words or actions that offend and distress another person.

Harassment may be regarded as minor or harmless by some, but has the potential to cause significant harm to individuals or groups effected or targeted.

Violence

Violence is the intentional use of physical force or power, threatened or actual, against another person that results in psychological harm or physical injury. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Violence and harassment can occur as part of bullying, but can also occur in one-off conflicts or between strangers.

Types of Bullying and Harassment

Physical

- Pushing, shoving, hitting
- Touching
- Gestures, stares
- Kicking, tripping
- Spitting
- Invasion of personal space
- Taking or damaging property

Verbal or Written

- Name calling, teasing
- Offensive language
- Rumours
- Swearing
- Spoken or written insults
- Threats
- Suggestive comments
- Graffiti
- Cyberbullying through email, voice and text messaging, social network sites, photographic and video images

Victimisation

- Stand-over tactics
- Damaging, removing or hiding belongings of others
- Excluding or isolating someone on purpose
- Demands for money or possessions

Racial

- Racist remarks
- Teasing someone's culture.

Sexual

- Male/female putdowns
- Gender harassment songs
- Inappropriate touching
- Showing of private parts
- Sexually explicit talk
- Kiss chasey

What students can do

If you are being harassed or bullied you could try some of the following:

- Ignore the behaviour and walk away
- Politely and firmly ask them to stop eg “I don’t like what you are doing to me. You need to stop”.
- Get a friend to help.
- Report it to a teacher.
- Don’t react to the behaviour, report it.
- Keep reporting every time until it stops

Bystander Behaviour

If you see someone being harassed or bullied, we expect you to try some of the following:

- Tell the person to STOP
- Be a friend
- Encourage and help the person to tell a staff member about what is going on
- Leave the area to ask a teacher for support
- Get help for the person who is feeling sad, scared or unsafe
- Make good choices.

Remember

**It is important for you to tell someone if you or your friends are being harassed or bullied.
Everyone has the right to feel safe.**

What can parents and caregivers do

- Look for signs of distress in children, e.g. an unwillingness to come to school or a pattern of illness, damage or ripped clothes, refusing to go to school, tearfulness, anxiety or difficulty sleeping
- Be proactive and encourage your child to report the incident to their teacher or the school
- Report the issue to your child’s teacher or the school as soon as possible
- Build your child’s confidence by recognising and confirming their positive qualities
- Discuss the problem with your child, modelling a calm, supportive behaviour
- Deal directly with the school to resolve the issue
- Discourage any planned retaliation, either physical or verbal, by discussing positive strategies your child can use.

It is important to let the school know so the problem can be worked out together.

Please provide written details of bullying incidents including: when, where, what happened, who was involved (including bystanders) and any action your child may have taken to stop it. This will enable the school to respond immediately, accurately and effectively.

Please do not approach any children involved or their parents.

If the issue is not resolved follow the school’s grievance procedure

Things the school does to reduce bullying:

- Positive **role modelling** by staff and student leaders
- Encouraging students to be **accepting & tolerant** of differences - studying different cultures, countries & beliefs
- Acknowledging **every student has strengths**.
- Encouraging students to take **responsibility** for the **choices** they make and to look for ways of **repairing** damage done when an error in judgement is made.

- Teach **internet safety** skills and knowledge.
- Keep **regular contact** with parents.
- Teach the CPC (**Child Protection Curriculum**)
- Teaching **social skills, problem solving** and **conflict resolution skills** and encouraging **teamwork**.
- Access to **the Principal** for students to talk to.
- Having **discussions** about bullying and practising a range of **responses** to bullying.
- Focusing on **school values**

What the school will do in response to bullying and harassment

- The school will record all cases of bullying, including participants and bystanders
- The bullying behaviour will be investigated and the bullying stopped quickly. Responses may take the form of counselling or adult mediation
- All responses will maintain a “Restorative Justice” focus giving the person using bullying behaviours the opportunity to repair the damage done
- Where appropriate, parents will be informed and asked to meet with the teacher and/or principal
- School will monitor the situation and follow up if necessary

Consequences

A range of consequences may be used for students who bully and harass, including time spent out of the classroom or playground. School can issue a Student Development Plan in response to the unacceptable behaviour of students. Principals can suspend and/or exclude students from school, even if the behaviour occurred outside of school hours or off site including cyber-bullying.

Consequences could include the following:

- Discussing the behaviour and what needs to happen to make things better
- Replace (or help towards replacement) return, tidy and /or clean damaged item
- Stop using misused facilities or property
- Removal from class – office exit
- Withdrawal of recess and lunchtime playtime
- Lose privileges eg participation in school trips or sports events that are not an essential part of the school curriculum
- A fixed period of Internal Suspension
- A fixed period of Suspension
- Planning a behaviour contract

Helpful phone numbers:

Kids Help Line 1800551800

Net Alert 1800880176

Helpful websites:

www.bullyingnoway.com.au

www.kidshelpline.com.au

www.bullying.com.au

www.cybersmart.gov.au

Endorsed by Governing Council: 24/9/18

Next review: 2020

Is It Bullying?

• When someone says or does something unintentionally hurtful and they do it once, that's RUDE.

• When someone says or does something intentionally hurtful and they do it once, that's MEAN.

• When someone says or does something intentionally hurtful and they keep doing it even when you tell them to stop or show them that you're upset - that's BULLYING.

#BNVALENCIA