

Parents and Caregivers are encouraged to support their child by

- Discussing the effects and consequences of bullying behaviours
- Encouraging them to report any incidents of bullying behaviours to school staff
- Contacting the school if they are aware that their child is being bullied or suspect that it is happening
- Support the school in a collaborative and caring manner
- Follow the Parent Complaint Procedures if unsatisfied with the outcome.

Restorative practices recognises that bullying behaviours affect people and relationships and aims to find a solution and promote restoration and healing for all involved.

It is a way of responding to conflict which

- Supports those affected
- Allows for understanding of the wrongdoing
- Gives ownership of the problems created
- Gives people the chance to fix things with support
- Respects people and leaves their dignity intact.

The background research into the incident/s will be investigated by teaching staff. The person using the bullying behaviours needs to accept responsibility for their behaviour choices before a successful restorative discussion can be held.

The aim of the discussion is:

To allow the person affected by bullying behaviours to express their feelings so that the impact of the behaviour is felt and understood by the person using the bullying behaviours.

To allow the person affecting others by choosing to use bullying behaviours to acknowledge the behaviours, accept responsibility and agree to change their actions.

Don't watch bullying behaviours happen! Don't be a bullying behaviours bystander

A bystander is an onlooker or spectator to bullying and harassing behaviours.

Be part of the solution not part of the problem.

- Let the person doing the bullying behaviour know that what they are doing is wrong.
- If you watch silently, laugh, clap, encourage or film you are helping the bully.
- Walk Away! Help the situation by removing the audience.
- Use assertive body language and say "Stop it. Leave them alone!"
- Encourage the person who is being bullied to get away from the situation and seek help from an adult.
- If you know someone is being bullied it is your responsibility to tell a teacher, Principal, SSO or CPSW.

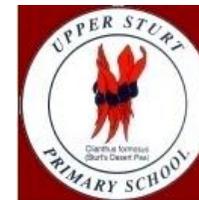
Kids Help Line Free Call: 1800 55 1800

www.kidshelpline.com.au

24 Hour telephone and online counselling for young people

To be ratified by Governing Council 3-9-12

ANTI-BULLYING POLICY



Upper Sturt Primary School

**Community...
Challenge... Confidence**

We are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure environment.

Bullying behaviours of any kind are unacceptable at our school.

Everybody within the school community has a shared responsibility to act against bullying behaviours.

At Upper Sturt Primary School we work to address bullying behaviours and repair relationships.

What are Bullying and Harassing Behaviours?

Bullying behaviours involve the exertion of power or dominance over another or others and where a person or group use behaviour to hurt, upset, scare or shame another person.

- Bullying behaviour is deliberate, unwelcome, uninvited and repeated
- Bullying involves behaviour which is physical, verbal, psychological or social/relational.
- Bullying behaviours include a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid.
- Bullying behaviours can have a serious long-term effect on health and well-being.

Harassment is unwanted and unwelcome behaviour that is usually, but not always repeated.

Our Objectives

- To reduce the incidence of bullying behaviours
- To counter the view that bullying behaviour is an inevitable part of school life
- To create a supportive climate and break down the secrecy surrounding bullying behaviours
- To provide staff, students and parents with options to respond to bullying behaviours

Responsibilities

Students Responsibilities

If a student feels that they have been bullied or witnessed bullying behaviours they need to:

- Tell the person that they are using bullying behaviours and to stop the behaviour
- Support the person who is being affected by bullying behaviour
- Report bullying behaviour to a teacher or a staff member of the student's choice
- Choose to talk to a trusted student, or Christian Pastoral Support Worker

If you hurt, upset, scare or shame another person a teacher must deal with the problem. You will be given fair opportunity to:

- Show that you are willing to take responsibility for, and talk about, your behaviour
- Show that you are sorry for what you did
- Be supported to make suggestions to help repair harm or damage
- Have a meeting with your parents / caregivers

If you continue the bullying or harassing behaviours you will face more serious consequences, according to our school's Behaviour Policy.

Teacher Responsibilities

- Listen and provide support, and acknowledge the seriousness of bullying behaviours.
- Find out the background and attempt to resolve the incident including documentation using the Incident Description Form.
- Work through restorative processes to repair relationships between those affected and using bullying behaviours.
- Refer the incident to the Principal.
- Teach ways to handle bullying behaviours including being able to bounce back, keep safe, problem solve, manage emotions and be confident to be assertive.

School Responsibilities

- Provide support to those affected by bullying behaviours and those choosing to use bullying behaviours.
- Record and monitor incidents of bullying behaviour using an Incident Report Form.
- Support restorative processes to restore and repair relationships
- Contact parent/s of the student who has been using bullying behaviours and the student who has been affected by bullying behaviours.
- Monitor and act upon repeated bullying behaviour in line with school's Behaviour Policy.
- Encourage the person affected to report any further incidents of bullying behaviour.
- Keep class teacher and parents informed.
- Disseminate policy and procedures.
- Include within the curriculum, strategies for learning about dealing with bullying behaviours.