

Bullying Prevention policy

Rationale

East Para Primary School is committed to providing a safe environment which fosters the values of Respect, Integrity, Trust, Caring, Honesty and Responsibility and does not tolerate bullying behaviour.

Aim

East Primary School is committed to providing a safe and respectful learning environment where bullying will not be tolerated. The purpose of this policy is to:

- explain the definition of bullying so that there is shared understanding amongst all members of the East Para Primary School community
- make clear that no form of bullying at East Para Primary School will be tolerated
- outline the strategies and programs in place at East Para Primary School to build a positive school culture and prevent bullying behaviour
- ask that everyone in our school community be alert to signs and evidence of bullying behaviour, and understands the importance of reporting bullying behaviour to school staff
- ensure that all reported incidents of bullying are appropriately investigated and addressed
- ensure that support is provided to students who may be affected by bullying behaviour (including targets, bystanders, witnesses and students engaging in bullying behaviour)
- ensure that teaching staff are provided with appropriate training and support to help identify and address bullying behaviour
- seek parental and peer group support in addressing and preventing bullying behaviour at East Para Primary School.

When responding to bullying behaviour, East Para Primary School aims to:

- be proportionate, consistent and responsive
- find a constructive solution for everyone
- stop the bullying from happening again
- restore the relationships between the students involved.

Scope

This policy addresses how East Para Primary School aims to prevent, address and respond to student bullying behaviour. East Para Primary School recognises that there are many other types of inappropriate student behaviours that do not meet the definition of bullying which are also unacceptable at our school. These other inappropriate behaviours will be managed in accordance with our Bullying Prevention and Behaviour Support policies. This policy applies to all school activities, including camps and excursions. It also applies to bullying behaviour between students that occurs outside of school hours, where the behaviour impacts on student wellbeing and safety at school.

Definitions Bullying

The Education Council of the Council of Australian Governments endorsed the following definition of bullying for use by all Australian schools:

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Bullying has three main features:

- It involves a misuse of power in a relationship
- It is ongoing and repeated, and
- It involves behaviours that can cause harm.

There are four main types of bullying behaviour:

- Physical – examples include hitting, pushing, shoving or intimidating or otherwise physically hurting another person, damaging or stealing their belongings. It includes threats of violence.
- Verbal/written – examples include name-calling or insulting someone about an attribute, quality or personal characteristic.
- Social (sometimes called relational or emotional bullying) – examples include deliberately excluding someone, spreading rumours, sharing information that will have a harmful effect on the other person and/or damaging a person's social reputation or social acceptance.
- Cyberbullying – any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.

Bullying can be a form of racism, sexism, homophobia, transphobia or other type of social prejudice when the behaviour is targeted at an individual or group because of a personal characteristic, such as race, religious belief or activity, disability, sex or intersex status, gender identity or sexual orientation.

Other distressing and inappropriate behaviours

Many distressing and inappropriate behaviours may not constitute bullying even though they are unpleasant. Students who are involved in or who witness any distressing and inappropriate behaviours should report their concerns to school staff and our school will follow our Bullying Prevention Policy where the behaviour constitutes bullying.

Mutual conflict involves an argument or disagreement between people with no imbalance of power. In incidents of mutual conflict, generally, both parties are upset and usually both want a resolution to the issue. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Single-episode acts of nastiness or physical aggression are not the same as bullying. However, single episodes of nastiness or physical aggression are not acceptable behaviours at our school and may have serious consequences for students engaging in this behaviour. East Para Primary School will use its' Behaviour Support Policy to guide a response to single episodes of nastiness or physical aggression.

Harassment is language or actions that are demeaning, offensive or intimidating to a person. It can take many forms, including sexual harassment and disability harassment.

Discrimination is behaviour that treats someone unfavourably because of a personal characteristic (for example, race, religious belief or activity, disability, sex or intersex status, gender identity or sexual orientation). Discrimination, harassment, and any other inappropriate behaviour is not tolerated at our school and there may be serious consequences for students engaging in this behaviour. This includes any form of racism, religious or disability discrimination, sexism, homophobia, transphobia, or any other behaviour that targets an individual or group.

What do we do at EPPS to reduce bullying behaviour?

If bullying behaviour happens at EPPS we use Prevention, intervention and Post-Intervention strategies.

Prevention Strategies include:

- Through the curriculum teaching students about our values of respect, caring, responsibility
- Developing programs to help students participate and have a say in their learning.
- Teaching students social skills that involve problem solving, anger management and conflict resolution
- Talking openly with students about bullying behaviour and its affects
- Teaching students about diversity
- Providing all staff with professional learning on the development of student collaboration.

Intervention Strategies include:

- Counselling students who have been targets of bullying behaviour
- Counselling students who take part in bullying behaviour
- Talking with parents about the situation
- Putting consequences in place for those using bullying behaviour
- Teaching students to be responsible bystanders
- Ensure all staff know how to effectively address bullying behaviour

Post Intervention Strategies include:

- Monitoring the situation between the students to ensure everyone's safety is maintained
- Talking with parents or caregivers about strategies
- Dealing with "hotspots" in the yard
- Reviewing our yard behaviour procedures to make sure they are effective

Useful resources:



www.bullyingnoway.com.au

www.cybersmart.gov.au

www.kidshelp.com.au


Kids Helpline 1800 551 800

We make our school **ITCHR**
by doing the **RIGHT THING** at the **RIGHT TIME**
for the **RIGHT REASON**



INTEGRITY
Be the best person you can be


Respect
Value yourself and others.
Respect differences.



Trust
Believe positively in others and they will believe in you

Honesty
Be open and honest in all that you do and say

Caring
Care for yourself, others and the environment



Responsibility
Be responsible for your actions

