



Light Pass Primary School

Anti-Bullying Policy

Rights and Responsibilities

All students, staff and parents have

the right to:

- be treated with courtesy, kindness and respect
- express feelings and opinions respectfully
- work and play in an atmosphere of harmony and co-operation
- expect that there will be respect for the rights of all involved
- be valued as an individual learn in a supportive atmosphere

the responsibility to:

- treat others with courtesy, kindness and respect
- actively listen to others
- maintain a safe and secure school environment
- develop and take responsibilities for their own actions
- value others, for their individual differences and similarities
- work to achieve their personal best whilst allowing others to do the same
- not take part in bullying in any way – zero tolerance
- report incidents of bullying to a teacher
- understand and not tolerate the participatory role of bystanders

The elimination of bullying at Light Pass Primary School is everyone's responsibility

A person who is bullied does not have the problem alone because bullying adversely affects everyone in the community in one way or another. E.g.

- The student who is bullied (and their family) can suffer emotional and physical distress.
- No one is safe whilst bullying is happening, because it creates a climate of intimidation and fear in which effective learning cannot take place.
- Students who are aware of bullying but do nothing about it often feel guilty and ashamed.

Both students who bully and the bystanders can become:

- De-sensitised to cruelty and injustice
- Fail to develop social responsibility
- The way in which the school is perceived in the community
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Bullying – A definition

Bullying is a pattern of behaviour by one person or a group towards others, which is designed to hurt, injure, embarrass, upset or cause discomfort.

It can be

- Physical aggression
- The use of put-down comments or insults.
- Name calling.
- Deliberate damage to the person's property or reputation.
- Deliberate exclusion from activities.
- The setting-up of humiliating experiences.

Bullying is different from simple social rejections, one off aggression/nastiness and mutual conflict. Bullying is a repeated unjustifiable behaviour that may be physical, verbal and/or psychological that is intended to cause fear, distress or harm to another. It is conducted by a more powerful individual or group against a less powerful individual who is unable to effectively resist.

Bullying can be both direct (open and overt) and indirect (covert). Typical examples are physical bullying, practical jokes, name calling, using email, notes and phones to send abusive material, deliberate reputation damage through rumour and exposure, deliberate and repeated social exclusion, property damage etc.

At Light Pass Primary School we have a strong commitment to prevent bullying in the school. We are committed to the use of a combination of many approaches, as we believe there is no one simple strategy to achieve a safe and harmonious environment.

The facts will be ascertained using a range of strategies which best suit the child's age and emotional state e.g. drawings, written conversations, group interviews, one to one interviews and verification techniques.

2. Strategies the school will use to respond to a confirmed incident of bullying-

- Record any statements from the recipient of bullying
- Record any statements from witnesses.
- Record any statements from the student who allegedly bullied.
- Discuss a range of possible solutions to manage the situation and find a resolution to which all parties involved agree.
- Advise all involved that they may make additional reports if they are not satisfied that the issue has been resolved.
- Advise the parents of the recipient, and the student who bullied, of the incident and the consequences which result.
- Monitor and record the situation on an ongoing basis.
- Where necessary provide support and the opportunity for counselling for the recipient and the student who bullied.
- Develop and Individual Behaviour Management Plan, where necessary, for the student who bullied and the recipient, to promote and establish positive peer relationships.

Light Pass Primary School uses a variety of programs and strategies to develop and enhance the students' social skills and wellbeing. Following is a summary of the programs for students, teachers and parents to promote social competence and an anti-bullying environment. These programs develop in students the strategies that promote a caring, responsible and successful school community based on positive relationships and include:

- An engaging curriculum.
- Daily yard supervision is provided by teachers.
- A representative SRC
- Successful ,Responsible and Caring boxes (office)
- Chaplain.
- The Commitment of Staff as positive role models.

Guidelines for students, Teachers and Parents on what to do in bullying situations.

Guidelines to be followed within the school community.

- All students are acknowledged and valued as individual regardless of gender, racial, cultural, religious, physical or intellectual differences.
- Principal and Staff have a responsibility to fairly reasonably and consistently implement the 'Management of Student Well-Being' procedures.
- All students are informed that if they are bullied, teachers are available to support them and to stop it from happening. Incidents must be reported to a teacher be it the class teacher, the teacher on duty or a teacher with whom they feel comfortable.
- All students are informed that if they witness bullying or are aware of it occurring in other ways, incidents must be reported to a teacher be it the class teacher. Yard duty teacher or a teacher with whom they feel comfortable.
- All parents are informed that if they believe that their child or another child is being bullied, they should contact the school, class teacher, principal or a staff member with whom they feel comfortable.
- All teachers are informed that if they feel bullied they must report the incident to the Principal or OHS&W representative
- All teachers are informed of the procedures that must be followed if an incident of bullying is reported to them.
- All teachers have a responsibility to respond to, investigate, follow up and monitor incidents of bullying.

Procedures for identifying and dealing with bullying

The staff member investigating the report should:

Establish the facts:-

What was said and/or done to the recipient.

The time and place the incident occurred.

The reaction of the recipient.

Whether it is the first time the recipient has experienced bullying behaviour and, if not, whether the same person or group was involved.

Whether the recipient knows anyone else experiencing the same treatment.

Whether there were any witnesses to the incident.

This policy needs to be considered in the context of the school's "Management of Student Wellbeing" (Behaviour Policy reviewed in 2012. Next reviewed 2014.

Website resources that parents/families may find useful are:-

Kids Helpline www.kidshelpline.com.au

Bullying No Way! www.bullyingnoway.com.au