



Gulfview Heights Primary School

Anti-Bullying Policy

Endorsed by Governing Council 2018

Preamble

At Gulfview Heights Primary School we believe that everyone has the right to feel safe. For this reason we take bullying seriously. This policy explains what bullying is, how you can report it and what we will do to stop it from happening.

A Definition of Bullying

Bullying is deliberate, hurtful gestures, words or actions which can be repeated over time. Bullying may however, also result from one-off incidents.

Bullying:

- Is the systematic abuse of power.
- May occur because of people's inability to accept and value difference.
- Includes racial or sexual harassment or any other form of discriminatory behaviour.
- Can involve violence.
- Is everyone's business.

Examples of Bullying Include:

- Having your lunch money taken away often.
- Being left out of games and conversations often.
- Being hit or kicked.
- Being bullied by SMS on mobile phones or through internet e-mails or social networking sites.
- Being the butt of jokes and/or teasing.

Bullying Can Make Children Feel:

- Angry
- Sad
- Scared
- Worried
- Sick (eg: headache or stomach ache)

What can you do about bullying?

If you are bullied or you know someone who is being bullied please report it.

Who can you report bullying to?

- Your teacher.
- Principal or Deputy Principal.
- Any staff member at the school.
- A professional counselor from an outside agency
- Your parents or caregivers
- A friend

How to report

Tell the trusted adult what has happened, where it has happened, how you are feeling, if it has happened before and what you did to try to stop it from happening.

When to report

Report the bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it might get worse.

What we do about bullying at Gulfview Heights Primary School

- We listen and talk to the person who is being bullied and the person who has been involved in bullying others
- We negotiate consequences for the person who has been involved in bullying others. These may include counseling, office rethinks, take home, suspension and exclusion
- We use restorative practices where appropriate to ensure that all parties in the process have the opportunity to discuss issues, feelings and explore possible ways to make things better

It is important to understand that these steps may be different or change and are implemented at the discretion of the senior staff in consultation with class teachers. This is because each person is different and every incident of bullying may be different. At Gulfview Heights Primary School we are committed to treating everyone with respect and fairness.

What do we do at Gulfview Heights Primary School to reduce bullying behaviour?

If an incident of bullying occurs at Gulfview Heights Primary School we use **prevention**, **intervention** and **post intervention** strategies.

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships, civics and citizenship
- Develop and expand programs to help students participate and have a say in their learning and in school based decision making
- Teaching students about violence prevention, conflict resolution, anger management and problem solving
- Working together with members of our school community to develop policies, which promote student well-being
- Teaching students about diversity and tolerance and encouraging and promoting positive behaviours in the classroom and the yard
- Providing training for staff and parents in the area of bullying and prevention in collaboration with outside agencies

Intervention strategies include:

- Counseling students who have been involved in bullying
- Talking openly with parents and caregivers about the situation
- Using restorative practices where all parties are supported and have opportunities to talk about what happened, how they feel and explore what can be done to make things better
- Putting appropriate consequences in place for those who bully others
- Teaching students about the role of bystanders and how they can play an active role in stopping bullying behaviour
- Ensuring that all staff know how to address bullying issues with confidence in an effective and respectful manner
- Ensuring that staff have access to up-to-date training opportunities to further develop their knowledge and skills

Post-intervention strategies include:

- Monitoring class and yard relationships and behaviour to ensure that student safety and well-being maintained
- Openly discuss policy directions and strategies with members of our community
- Reviewing yard duty practices to ensure that they are effective
- Ensure that additional resources are allocated to yard "hot spots" as required
- Reviewing school discipline and student welfare policies to ensure effectiveness is maintained
- Planning, delivering and resourcing proactive curriculum and whole school programs, including Program Achieve, to maintain and strengthen positive school climate