

At Eden Hills Primary School, we have the responsibility to treat others with respect. We also believe everyone has the right to be safe and valued.

This policy explains what bullying is, how you can report it and what we will do to stop it happening.

Bullying is deliberate, hurtful gestures, words or actions which are repeated. Sometimes bullying is subtle and indirect. It is often motivated by the desire to use power inappropriately over others. When there has been repeated hurtful behaviour, and the victim is left feeling scared, angry, sad or isolated, then bullying has occurred.

Bullying can take many forms: psychological, emotional, verbal, social, and physical. Examples include:

- name-calling, teasing, putting others down or giving dirty looks
- putting down another person's abilities, achievements or individual qualities
- frightening others by threatening to hurt them
- actively excluding someone from games, conversations or activities
- making hurtful and nasty comments and/or spreading rumours about people or their families
- making degrading comments about another's culture, gender, sexuality, disability, religious or social background
- hiding, damaging, stealing or destroying the property of others
- repeatedly hitting, pushing or kicking
- sending bullying messages or inappropriate images via mobile phones or the internet e.g. using social media, messaging, apps or email

Bullying can occur in many other ways too, and at different times, and can be indirect and hard to pinpoint.

Reporting Bullying

If you are bullied or know someone who is being bullied, you are expected to report it. ***Do not ignore it.*** When bullying is ignored it may get worse. If you are being bullied you may feel scared and lonely. No matter who the bully is, or what is happening, school staff will support you.

You have several choices to make if you are being bullied. You can:

- tell them to stop by using a clear, assertive voice
- move to a safe place
- tell some friends – don't make bullying a secret, let others know as soon as possible
- report the problem to someone you trust such as your parents, a teacher or someone in your network.

If any of these steps do not work, **PERSIST** in getting help.

Bystander Role

A Bystander is a student, parent or teacher who observes or hears a bullying incident. A Bystander may be seen as part of the problem if they do not act in one of the following ways:

- report the bullying to a teacher
- let a trusted adult know e.g. your parent
- support the victim
- act appropriately in some way to disempower the bully (e.g. telling them to leave him/her alone), getting an adult

Bystanders will be part of any restorative processes that occur as a result of bullying.

Dealing with bullying behaviour

Our school is committed to the principles of Restorative Practices. The aim of Restorative Practice is to facilitate the processes of restoring relationships, addressing harms, needs and obligations, in order to heal and put things as right as possible.

The following approaches have been developed if you choose to bully:

- You will be expected to discuss your behaviour or the issue with a teacher and any other people involved.
- You will need to make a decision about how to make amends for your behaviour.
- You may need to attend a formal meeting (community conference) where you, the victim, both sets of parents/carers and a member of the school Leadership team will discuss your behaviour and its consequences.

At any stage of the process or as a result of any level of discussion, it may be necessary to implement consequences as outlined in the Student Behaviour Management policy.

These consequences include:

- time out of the playground for reflection. At this point parents will be informed of the time out via the reflection sheet and a diary note.
- exclusion from play for an extended period
- office time out with a warning that the next step may be suspension
- suspension
- exclusion from Eden Hills Primary School for an extended period of time

Bullying behaviour will continue to be monitored and responded to by school staff and is inclusive of parent and child feedback.

As partners in the process of preventing bullying at Eden Hills Primary School,

Students have a responsibility to:

- behave appropriately at all times and treat others with respect
- report bullying when it happens
- not be a bystander
- let someone know of bullying incidents that they see

Teachers are responsible for:

- implementing, through their classroom programs, proactive strategies including 'Good Beginnings' – a whole school program at the beginning of each year that focuses on school rules, school values and the development of appropriate social skills and the attributes of the Learner Profile and Attitudes, *Restorative Practices* including community and class conferences, delivering the *Child Protection Program* – at least once in each level of schooling i.e. R-2, 3-5, 6-7 and *Play is the Way*, a whole school behaviour development program
- modelling appropriate behaviours
- diligently acting upon incidents when they occur or are brought to the attention of staff, documenting and communicating with one another to highlight issues and concerns
- communicating to parents, throughout the process, what will happen when bullying is reported and the follow-up that occurs
- participating in relevant Staff Professional Development
- regularly reviewing and reflecting on current practices with a view to developing 'best practice' in relation to dealing with bullying behaviour.
- conducting yard surveys twice per year
- the *Helping Hands* program, as part of Year 6/7 leadership, to support all students in the yard

Parents are responsible for:

- encouraging appropriate behaviours
- modelling appropriate behaviour
- intervening when they see their child exhibiting bullying behaviour
- supporting their child in reporting bullying behaviour and/or telling the teacher themselves
- supporting their child and the school in the Restorative process

Useful websites for students, parents and staff:

<http://bullyingnoway.gov.au/>

<http://www.cybersmart.gov.au/>

This policy provides guidelines for the appropriate behaviours expected which impact on school and learning at school. It includes all school sanctioned activities and events such as school sports, functions, camps and excursions.

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