



Anti-Bullying Policy

The school will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

Bullying is everyone's business and everyone's responsibility to reduce it.

Bullying is defined as one person or a group who are using power to make another person or group feel helpless. It is deliberately hurtful, targeted, ongoing and repeated.

Bullying is not a one off argument/ disagreement between equals.

Physical bullying (punching, shoving, hitting, destruction of property, etc.)

Verbal bullying (teasing people, calling them names, or making fun of them)

Social/emotional bullying (spreading mean rumors or gossip, intentionally keeping people out of a group or ignoring them, or getting others to "gang up" on someone)

Cyberbullying (teasing, taunting, threatening, or harassing someone through the use of e-mails, cell phones, text or instant messaging, or other electronic methods).

What can you do about bullying?

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

Who to report it to

Tell your teacher, a member of leadership, or a trusted adult at the school. You can also tell your parents or caregivers.

How to report

Tell the adult where the bullying happened, how often it has happened, how many people were involved in the bullying and what you have done to try and stop it happening.

When to report

Report the bullying to a trusted adult as soon as it happens. DO NOT IGNORE IT...it will not go away until you do something about it.

HOW TO RECOGNISE A STUDENT BEING BULLIED:

Students who are being bullied or harassed may not talk about it with their teachers, friends or with the school's counsellors. They may be afraid that it will only make things worse or they may feel that it is wrong to 'tell tales'.

This is why parents and teachers have an important part to play in helping the school and the student deal with bullying. A change in behaviour in students may be a signal that they are being bullied or they have some other concern.

Some signs that a student is being bullied may be:

- unexplained cuts, bruises or scratches
- damaged or ripped clothing
- vague headaches or stomach aches
- refusal to go to school
- asking for extra pocket money or food
- tearfulness, anxiety or difficulty sleeping





What does our school do about incidents of bullying?

At Keller Road Primary School we will listen to the person who is being bullied and the person who exhibits bullying behaviours.

We will use a restorative justice model to ensure that all involved in the bullying will be able to feel their concerns are listened to and acted on. All participants will be offered an opportunity to tell their story.

We will put in place negotiated consequences for those students who bully. These consequences may include separate play zones, office time out, community service, parent meetings, suspension or exclusion.

We will follow our agreed Grievance Procedures. Parents can access this information in the parent handbook.

We will ensure that our practices and responses to bullying behaviour take into account the age, ability, social and emotional development and experiences of students, considering the needs of students with disabilities (including learning disabilities), students under guardianship, Aboriginal and Torres Strait Islander students.

Leadership will:

- Inform parents/ caregivers and provide follow-up for all students involved
- develop, implement and review regularly the school's anti-bullying policy
- survey regularly all or a random selection of students, parents and teachers, in line with the review schedule for the school's policy
- provide to the Governing Council updates twice yearly in relation to school bullying data and trends and any anti-bullying programs/initiatives in place or being considered
- ensure that new staff and new students and their families are aware of the school anti-bullying policy and the decision-making procedures
- ensure the inclusion, as part of the school's enrolment process, a requirement for parents and/or students to annually acknowledge/agree to the school's Student Code of Conduct

Staff will:

- develop and foster positive relationships with students and families
- communicate and interact effectively with students and engage in cooperative problem-solving relationships to address issues of bullying
- seek the support of leadership when issues arise/ are reported
- establish, maintain, make explicit and model the school's expectations relating to bullying
- participate in training and development related to decreasing bullying in schools
- support students to be effective bystanders.

Parents will:

- keep the school informed of concerns about behaviour, their children's health issues or other matters of relevance
- communicate in a respectful manner with the school staff about issues of concern soon after these concerns arise





Students will:

- be respectful towards other students, staff and members of the school community participate in sessions regarding the school's anti-bullying policy, the Keeping Safe child protection curriculum, being an effective bystander, and other sessions regarding behavioural expectations
- communicate with an appropriate adult if bullied or harassed or if they are aware that someone else is being bullied or harassed
- learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence.

If an incident of bullying happens at Keller Road 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, Child Protection Curriculum.
- Teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policies which promote student safety.
- Providing professional learning for staff in collaboration with local agencies.
- Surveying students regarding bullying incidents to enable us to act on their concerns.

Intervention strategies include:

- Counselling students who have been bullied.
- Talking with parents or caregivers about the situation.
- Putting consequences in place for those who bully others.
- Teaching students to be better bystanders
- Ensuring that all staff know how to address bullying effectively and respectfully.

Post intervention strategies include:

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Talking with parents or caregivers about strategies.
- Dealing with hotspots in the yard.
- Reviewing and evaluating behaviour codes and policies.

This policy will be distributed to all students and staff – at the beginning of each school year and at the same time published in the School Newsletter for Parent Information. It will be included in all information packs that leave the school and will be published on the Keller Road Primary School Website.

