



Anti - Bullying Policy

Ridgehaven Primary School

Definition

Bullying involves the unjust use of power. It is deliberate, hurtful gestures, words or actions, which are repeated over time. Bullying can be physical, verbal or social/emotional. There is a sense of being oppressed on the part of the victim. Bullying is a clear form of harassment. Conflict or fights between equals and single incidents are not regarded as bullying.

Aims

At Ridgehaven School we want everyone to feel safe. Ridgehaven School does not tolerate bullying in any form. All members of the Ridgehaven School community are committed to ensuring a safe and caring environment, which promotes personal growth and positive self-esteem for all.

Rationale

Effective education and bullying are incompatible. Bullying behaviour is detrimental to the welfare and general well being of students, staff and community members. It is a serious issue and will be treated as such.

Ridgehaven School values student well being and promotes the optimum participation of all students both in schooling and in the wider society.

It is the right of all members of Ridgehaven School community to be free of bullying, and if bullied, to be provided with appropriate support.

Role of the Leadership team

- Ensure policy and the related brochure are appropriately revisited at the beginning of the year with staff, students and parents
- Model appropriate behaviour
- Provide information and training and development for staff to ensure
 - They are familiar with Departmental policies and grievance procedures
 - They develop strategies for addressing inappropriate behaviour in the management of students and in their relationships with each other
- Provide information for parents to ensure:
 - They understand the effects of bullying on individuals and groups
 - They understand the relevant Departmental policies and associated grievance procedures
- Provide information and educational programs for students to ensure
 - They understand the effects of bullying on individuals and groups within our society.
 - They understand their rights and responsibilities with regard to bullying
 - They develop appropriate skills and behaviours in communicating and working effectively with people from a variety of backgrounds
 - They develop appropriate skills and behaviours in identifying and addressing inappropriate behaviours in others and themselves
 - They feel confident in accessing appropriate grievance procedures

Role of Staff

- Create a school environment in which bullying is less likely to happen
- Actively discourage bullying
- Provide the necessary support and advice for all students involved
- Educate about bullying
- Model and promote appropriate behaviour
- Listen to and act on all complaints from students about bullying
- Accept responsibility to intervene appropriately when they witness bullying

Role of Students

- To not bully other students, staff or community members
- Actively discourage incidents of bullying
- To report incidents of bullying
- To take responsibility for their own behaviours
- To treat others using the school values
- Accept responsibility to intervene appropriately when they witness bullying

Role of Parents / Caregivers

- Model and promote appropriate behaviour
- Listen to your child.
- Report incidents of bullying or suspected bullying to the school.
- Provide support and advice to your child.
- Work in partnership with the school in an attempt to resolve issues

Role of the community

- To be alert to signs and evidence of bullying and report incidents of bullying to staff, whether as observer or victim

Examples of Bullying

May include:

- Verbal insults or persuading another person to criticise or insult someone
- Name calling or sending anonymous emails
- SMS messages or making anonymous phone calls
- Threatening or making obscene gestures
- Spreading rumours
- Forming coalitions against someone or persuading people to exclude someone
- Hitting, pushing, punching, kicking

Consequences of Bullying

Bullying may cause:

- Low/ insecure self-image
- Aggressive or violent behaviour
- Less successful learning outcomes
- Limiting of personal relationships
- Loss of confidence
- Rejection of school
- Poor attendance
- Withdrawn behaviour

Strategies To Prevent and Address Bullying

Prevention strategies include:

- Professional development for staff relating to bullying
- Program Achieve implemented across the school
- Teaching about school values and promoting them in everyday interactions
- Teach about respectful relationships, assertiveness, bullying, bystander behaviour, conflict resolution, and problem solving
- Using bullying surveys to identify concerns, issues and needs that should be acted upon
- Community awareness programs/information relating to bullying, its characteristics and the school's programs and responses
- Use of Peer mediator and Buddy class programs to promote positive relationships and foster a sense of whole school community
- Implementation of proactive social skilling programs eg. Bounce Back, Friendly Kids/Friendly Schools
- Distribution to students and parents of support brochures about bullying

Intervention strategies include:

- Promotion of reporting bullying incidents
- Counselling students who have been bullied or those who display bullying behaviours
- Use of restorative justice principles when counselling.
- Recognition and reward of positive behaviour and resolution of problems
- Putting consequences in place for those who bully
- Addressing bystander behaviour

Post incident strategies include:

- Consequences may involve-exclusion (class, yard), rethink, suspension, withdrawal of privileges, ongoing counselling. Meeting with parents/caregivers
- Ongoing monitoring of the situation between the students involved to ensure their safety and well being are maintained
- Rewards for positive behaviour
- Talking with parents/caregivers about strategies
- Reviewing yard duty procedures
- Reviewing and evaluating behaviour codes and policies

Evaluation

This policy will be reviewed with students, parents and community input as part of the school's review cycle.