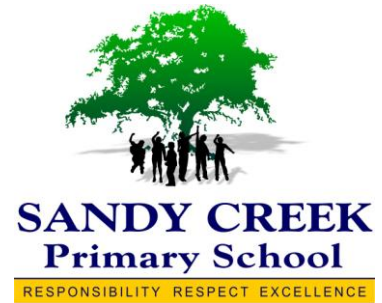


Sandy Creek Primary School

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Anti-Bullying Policy

Rationale

At Sandy Creek Primary School we aim to show and build in our community the shared values of RESPECT, RESPONSIBILITY AND EXCELLENCE. We have a set of principles that guide our actions. Amongst these are the following;

- In order to build a positive culture we believe that the behaviours, skills, attitudes and practices of all members of the learning community need to be clearly and consistently aligned.
- We will promote the wellbeing of each member of the school community so that they are able to achieve their best and enjoy their educational experience.
- Furthermore we believe that children learn best when there is a highly supportive and quality learning environment for all students and staff.

Therefore, we are strongly opposed to, and will not tolerate any form of bullying and harassment. We will adhere to the guidelines of this policy in such events in order to actively protect our students and promote a healthy, caring learning and social/emotional environment.

Definition

For the purposes of this policy we will define bullying as repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies such as the internet and mobile phones.

Conflicts or fights between equals and single incidents are not defined as bullying.

Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Aims of the Policy

- To raise awareness amongst the school community about bullying.
- To provide strategies to resolve conflict and respect differences.
- To create a safe social environment that will enhance student-learning outcomes.
- To promote positive mental health and well-being.
- To build a climate where everyone feels safe to report, discuss and to ask for help.

Rights:

- Every school community member has the right to learn in a safe environment.
- All Staff have the right to teach and/or provide support in a safe environment.
- Everyone has the right to be treated with respect and fairness.
- Bullying takes away these rights.

Responsibilities

At Sandy Creek Primary it is everyone's responsibility to refrain from engaging in bullying and take the necessary steps to stop bullying behaviour wherever and whenever they may encounter it.

Principal:

- To support, promote, maintain and review bullying policy and procedures.
- Actively follow up incidents.
- To communicate effectively with school staff concerning incidents of bullying.
- To communicate effectively with the parents/carers of both victims and perpetrators of bullying.
- Complete and enter into our school records appropriate documentation of incidents of bullying.
- Report incidents of serious violence to the family of the victim immediately and then to the Police.

All Staff will:

- Be familiar with the school's bullying policy and procedures.
- Be trained in pro-active anti-bullying strategies.
- Be observant of signs of bullying.
- Be available to listen and act upon reports of bullying.
- Treat all reports of bullying seriously.
- Report incidents of bullying.
- Inform the Principal.
- Document incidents of serious violence on the behaviour and critical incident forms.
- Communicate with Parent/Caregivers.

Parents/Caregivers should:

- Support the school.
- Watch for signs that your child may be being bullied and encourage them to report incidences of bullying to the Principal.
- Speak positively about the school to their child.
- Support and encourage their children to not become bullies.
- Support and encourage their children to use the recommended strategies to deal with and report bullying.

Parents who witness bullying should:

- Not take matters into their own hands.
- Speak in a calm, respectful manner with school staff.
- Speak to relevant school staff (not the students concerned).

Students who are bullied need to:

- Communicate with an adult they trust eg staff member or parent
- Have an expectation they will be believed.

Students who witness bullying should:

- Behave like a positive bystander by not encouraging the bully through their presence or actions.
- Tell the bully/bullies to stop if they feel able.
- Encourage the victim to safely leave the situation by walking away with them.
- Encourage and if necessary go with the victim to report the incidents.
- Seek teacher assistance if needed.

Management of bullying incidents

All parties are expected to:

- Treat each other with respect and dignity.
- Ensure the confidentiality of any issues that arise.
- Ensure that response is as quick as possible.
- Allow longer-term follow-up.
- Ensure immediate safety of the student who is bullied.
- Use clear and simple reporting procedures for staff, students, parents and the wider community.
- Participate in clear recording of incidents through formalised procedures.
- Encourage students to problem-solve responses.
- Incorporate Restorative Justice Practices.

Whole school strategies to reduce and prevent bullying

- All staff to provide diligent supervision.
- Discuss the issue of bullying regularly at staff meetings and provide training to all staff.
- Class meetings – to discuss problem-solving measures.
- Focus on behaviour changes not punishment.
- Self protective behaviours will be explicitly taught in every class.
- Model and teach students to value and respect others.
- The whole school bullying policy is clearly communicated to the entire school community.
- Successful behaviour programs that acknowledge appropriate, safe behaviour.
- Implement appropriate whole school programs such as Program Achieve, appropriate to the age of the students.
- Skill students to confidently use and understand Grievance Procedures

Responding to bullying incidents

Consequences may involve:

- Students removed from class.
- Students removed from the yard.
- Parent/Caregiver/student conferences.
- Restricted play program.
- Internal suspension.
- External suspension.
- Exclusion to another site.
- Ongoing monitoring of identified bullies.
- Apology – face to face or written.
- Referral to Interagency Student Behaviour Support.
- Referral to support agency eg CAMHS, Families S.A.
- Reporting to Child Abuse Report Line if appropriate.

Policy written 2/03/2012

To be reviewed annually.