



Angaston Primary School

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ANTI-BULLYING POLICY

At Angaston Primary School we will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, which are not acceptable in this school will be dealt with seriously and expeditiously.

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. At Angaston Primary School we take bullying and harassment very seriously and when **informed** about such incidents they are fully investigated by staff or Principal/Deputy Principal. We endeavour to gather all information from all students involved before we make a decision about the consequences for students.

Bullying and harassment:

Bullying and harassment may involve hitting, kicking, pinching (physical); name-calling, teasing, threats (verbal); notes, graffiti, text messages, sending filmed or photographed images, comments on social networking sites; stand over tactics, gestures (psychological); rumours, put downs (social exclusion); physical, verbal or non-verbal sexual conduct (sexual). This behaviour may be done directly (e.g. face to face) or indirectly (e.g. via the internet or mobile phones) Such behaviour involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge; has an element of threat; can continue over time; is often hidden from adults and will be sustained if adults or peers do not take action.

Bystander behaviour:

A bystander is someone who sees or knows about child maltreatment, harassment, aggression, violence or bullying that is happening to someone else. **Supportive bystander** behaviours are actions / words that are intended to support someone who is being attacked, abused or bullied. The actions of a supportive bystander can stop or diminish a specific bullying incident or help another person to recover from it. **At Angaston Primary, students who stand by and watch or become involved in an attack on another student will be considered to be a part of the bullying and therefore dealt with as a bully.**

Not all distressing or hurtful behaviour is bullying:

Single incidents of malicious or aggressive behaviour are not always considered bullying. Bullying and harassment are repeated actions. A single incident may still be responded to as part of the school's behaviour management processes as unacceptable behaviour.

Dislike

Although social rejection can be hurtful, it is not bullying unless accompanied by repeated and deliberate attempts to distress or hurt.

Conflict

Arguments can be distressing but it is not bullying when two people are both upset and neither one is misusing power over the other. Conflict may still give rise to unacceptable behaviour which will be responded to as part of the school's behaviour management processes.

How to recognise a student being bullied:

Students who are being bullied or harassed may not talk about it with their teachers or friends. They may be afraid that telling 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.

Signs

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
- 'hiding' information on mobile phones, emails or in comments on their social networking pages

How to Report Cases of Bullying:

- write down the details of the incident as a first step.
- a face-to-face discussion is usually the best way of reporting an incident
- if a person is dissatisfied with the outcome, he/she can follow up with a written statement requesting another meeting.
- if seriously concerned about the manner in which the school is dealing with an incident, a parent can contact his/her local Regional Office for support.

Who to report to?

- parents and students may choose to report incidents of bullying, including cyber bullying, to their class teacher in the first instance
- if the incident is serious or unresolved, go to the principal or deputy principal
- go to someone on the school's staff you have confidence in

It is difficult for the school to follow up on an incident if it is unaware of it and, therefore we encourage students and parents to inform the school of such incidents immediately.

When to report?

Reporting of an incident should occur as soon after the incident as possible because this gives the school the best opportunity to follow up the incident and intervene.

As a whole school it is our responsibility to:

- Annually review our Student Development policy
- Ensure students are aware of their responsibilities and rights
- Be vigilant when on yard duty and in the classroom and address any issues of bullying immediately
- In the first two weeks of each year teach students strategies of how to be safe and the importance of reporting any bullying they see or are the victim of and helped to identify the signs of bullying.
- Use school forums e.g. staff meeting, SRC, Governing Council to discuss bullying issues
- Work with students to develop a range of strategies to deal with such issues effectively in the future. Re-assure students that if they are being bullied they have shown strength to report such issues.
- Take appropriate action if a student is deemed to be bullying.

The Leadership team will:

- lead staff, students and parents to develop and maintain a positive and bully free environment
- lead whole school review of Anti-bullying policy and Student Development Policy and monitor the implementation and use of such policies
- follow-up all reported cases of bullying and report serious cases to both the victim and perpetrator's parents and Police where appropriate
- ensure the reporting of such incidents are recorded in our Student Development records and on EDSAS
- discuss with the Governing Council each term the incidents of reported bullying and explain the measures used to reduce such issues.

Staff members are responsible to:

- 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
- participate in developing, implementing and reviewing the school's anti-bullying policy, curriculum and in-service offerings, and the procedures for managing incidents of bullying
- critically reflect on practices and develop the knowledge and skills needed to manage incidents of bullying successfully
- 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.
- be vigilant when on yard duty and in the classroom and identify signs of bullying and intervene immediately
- work with students who report bullying by listening to their concerns; help them to identify strategies they can use to help keep them safe.
- report the incident to the Leadership Team, complete appropriate paper work so the incident can be recorded in our files and inform parents of both the victim and the perpetrators of serious incidents.

Students' responsibilities are:

- 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
- to communicate with an appropriate adult if bullied or harassed or if they are aware that someone else is being bullied or harassed
- to learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence

Parents/Caregivers should:

- work with the school
- support their child not to be a bully
- support their child to follow school procedures and not retaliate in such cases
- not become part of the problem if they witness bullying, but to report the issue to the school.
- 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
- follow up on these concerns and, if necessary, contact the Regional Office if the concerns are not resolved following intervention by the principal.

If a student is being bullied they are responsible to:

- Report the issue to the yard/class teacher
- If they believe the issue has not been dealt with they must come to the Office and report the issue to the Principal/Deputy.
- Not retaliate but allow the school to manage the incident
- Discuss the issue with a trusted adult e.g. teacher, parent, leadership team member

If it is deemed that a student has used bullying tactics then the following interventions may be used:

- Student removed from the class/yard
- On-going monitoring of behaviour
- Apology either face to face or in written form
- Counselling
- Parent/student/school conference
- Alternative play time or area used
- Internal suspension
- External suspension
- Exclusion to another site
- Referral to Interagency Student Behaviour Support team
- Police notification
- Reporting to Child Abuse Report Line (if appropriate)

Students who witness bullying should:

- Use words to try to stop the bullying or if possible help the victim to remove his/her self from the situation
- Go with the victim to report the incident
- Find a teacher to help and intervene in the situation
- Provide staff members with information about what they had witnessed

Individualized response:

At Angaston Primary we view all bullying issues individually and take into account:

- The students age and developmental understanding
- Personal issues a student may be working through
- Cultural understanding and background

Positive consequences:

- Students acknowledged for their support of those who are being bullied
- Students acknowledged for reporting issues of bullying
- Acknowledging those students who have changed their behaviour
- Acknowledge those who have used positive bystander behaviours

Other useful websites:

[Cyber bullying, e-crime and the protection of children and young people](http://www.decd.sa.gov.au/)

<http://www.decd.sa.gov.au/>

DECD Parent helpline: 1800 222 696

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