

Glencoe Central Primary School
Anti- Bullying Policy

At Glencoe Central Primary School, we are committed to providing a safe and caring environment that fosters respect for others and does not tolerate bullying behaviour. We believe that our school should be a safe and pleasant place to be for all members of the school community.

Bullying is defined as behaviour by a person or a group of persons that is deliberately hurtful, is repeated over time and is difficult for the person being bullied to defend themselves against.

Bullying behaviour includes:

Physical:

Hitting, kicking, punching.

Pushing, shoving, spitting.

Making rude gestures.

Taking or damaging something which belongs to someone else.

Forcing others to hand over food, money or something that belongs to them.

Making someone else do something they don't want to.

Verbal:

Name-calling.

Teasing.

Threatening.

Making fun of someone due to his or her appearance, physical characteristics or cultural background.

Making fun of someone's actions.

Indirect:

Excluding others from the game or group.

Spreading untrue stories about others.

Encouraging others by 'looking on'



STRATEGIES WE USE TO DEAL WITH BULLYING BEHAVIOURS:

At Glencoe Central Primary School we aim to:

- Openly talk about bullying behaviour:
What it is? How it effects us and what we can do about it?
- Teach our children the skills that build their self-esteem and empower them to take the responsibility for themselves and give them the opportunity to practise these skills.
- Implement our policy that clearly states what actions we will take to deal with bullying behaviour.
- Develop a school culture against bullying behaviour and foster a caring atmosphere
- Use mediation as another strategy for dealing with bullying.

Responsibilities of staff:

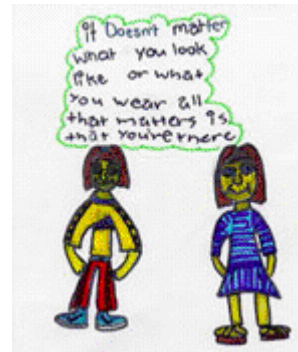
- To Model appropriate behaviour at all times.
- To deal with all reported and observed incidences of bullying behaviour as set out in this policy.
- To ensure that children are supervised at all times.
- To report incidences of bullying behaviour to the leadership team where necessary
- To document all reported incidences

Responsibilities of children:

- To talk to someone if they are experiencing bullying behaviour or if someone else experiences bullying behaviour
- To help someone who is experiencing bullying behaviour.
- To not bully others.

Responsibilities of parents:

- To watch for signs that their child may be experiencing bullying behaviour.
- To speak to someone on staff at Glencoe Central Primary School if their child is experiencing bullying behaviour, or they suspect that this is happening.
- To encourage their children to report if they are experiencing bullying behaviour.



REPORTING AND DEALING WITH BULLYING

When a bullying incident is reported at Glencoe Central Primary School, staff will use the following graded phases and procedures: (Record it; Deal With Issue; Inform; Follow Up.)

Phase One:

- Record bullying incident on proforma and file in Bullying Record Book.
- Students involved are sent to mediation with an adult.
- Inform necessary staff.
- Follow up support is provided for Victim.
- Perpetrator warned of further consequences.

Phase Two:

- Record repeated incident on proforma and file in Bullying Record Book.
- Child displaying bullying behaviour is removed from the yard or class for immediate exclusion and a specified time at teacher's discretion.
- Victim is provided with necessary support .
- Inform parents of both parties by note or phone call.
- Inform staff of the incident and actions.
- Re-entry procedures for excluded student including: Follow up counselling and anti bullying tasks, discussions with school counsellor, Principal or class teacher before re- entering yard or classroom.

Phase Three:

- Record bullying incident on proforma and file in Bullying Record Book.
- Child displaying bullying behaviour involved in immediate 'take home 'process / parents notified by phone call.
- Child displaying bullying behaviour and their family involved in necessary re-entry and counselling procedures.
- (Please note that part of this process may involve the child being picked up by parents and removed from yard at recess and lunchtimes).
- Inform staff of incident and actions.
- Further communication, counselling and support for victim and their family.

Phase Four

- Record bullying incident on proforma and file in Bullying Record Book.
- Child displaying bullying behaviour externally suspended and referred to interagency support.
- Victim offered further counselling, strategies and interagency support.

Staff will be responsible for implementing the four phases and ensuring that incidences of bullying are dealt with in a manner consistent with the policy and as soon as possible after the behaviour is reported or observed.

EVALUATING THE PROGRAM

We will evaluate the program after two terms and then after another two terms. It will be evaluated by:

- Noting if there has been a reduction in reported or observed incidences of bullying.
- Noting if there has been a change in the ethos of our school.
- Speaking to parents and students who have reported incidences to find out if the problem has been resolved and if they have been satisfied with the processes
- Surveying students to find out if there has been a reduction in bullying incidents.

SOME USEFUL TIPS ON DEALING WITH BULLYING BEHAVIOUR

If you are being bullied what can you do?

- Get help - don't keep it secret
- Avoid the bully
- Be with other people
- Tell an adult who can help you
- Email the school counsellor or someone you can trust to help you
- Report inv incidents in a way that you feel comfortable eg. Get a parent, friend or trusted adult to assist you

If someone is being bullied how can you help?

- Be a friend
- Listen
- Be a mediator
- Talk to someone who can help (Buddy or Adult Network Person)



Policy Review Date: Term 3 2012

For Further Information Contact:
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Important information for the whole school community