



# Anti-Bullying Policy

## Glencoe Central Primary School

At Glencoe Central Primary School, we believe that all students have the right to be safe. We also believe that every member of the school community should feel safe as well – this includes staff, family members and visitors. We are committed to providing a safe and caring environment that fosters respect for others.

### What is Bullying?

Bullying is defined as deliberate, hurtful gestures, words or actions which are repeated over time. It can happen in any environment at any time, so we need to know how to identify it.

#### Bullying behaviour can include ongoing:

##### Physical:

- Hitting, kicking, punching, 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, or making them 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.

##### Indirect:

- Excluding others from the game or group.
- Using body language to make someone uncomfortable.
- Spreading untrue stories about others.
- Encouraging others by 'looking on' – being a 'bystander'
- Using social media inappropriately.

### 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, another teacher, an SSO, the Principal or a professional counsellor in an outside agency. Tell your parents or caregivers too.

#### **How to report it:**

Tell the trusted adult where the bullying happened, how often it has happened and what you have done to try to stop it happening.

#### **When to report it:**

Report the bullying to a trusted adult as soon as it happens. Do not ignore it, because when bullying is ignored it may get worse.

### What we do at school about incidents of bullying:

- We will listen and talk to the person who has been bullied and the person who has bullied them.
- We will support the person who has been bullied with prevention and intervention strategies.
- We will put negotiated consequences in place for the person who has been bullying others. These may include time out of the yard or class, suspension or exclusion.
- We will use processes to help everyone involved to improve their relationships with each other.

(It is important to remember that each person and each incident of bullying is different, so we need to try different techniques for different people and situations. We can't fix every problem in the same way)

### Restorative Practices

We use Restorative Conferences to build relationships and repair damage in a way that holds the wrongdoers accountable and to empower the victim.

Here are some questions we may ask:

#### **To the Wrongdoer –**

- What happened?
- What were you thinking at the time?
- What have you thought about since?
- Who has been affected by what you have done and why?

### To the Victim –

- What did you think when this happened?
- What impact has this incident had on you and others?
- What has been the hardest thing for you?
- What needs to happen to help make things get better?

### To the Wrongdoer (again) –

- What do you need to do to help make things better?
- If you do not do what we have agreed, what do you think should happen next?

We will also record the bullying incident by writing information down about the facts and the steps to resolve it.

## What we do at Glencoe Central Primary School to reduce bullying?

If an incident of bullying happens at Glencoe, 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)
- Developing programs to help students participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, anger management and problem-solving and developing policies which promote student safety.
- Teaching for and about diversity.
- Providing professional learning for staff in collaboration with local agencies.
- Refer to our 'Is it Bullying?' poster.

### 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.
- Reviewing our yard duty procedures to make sure they are effective.
- Dealing with hotspots in the year.
- Reviewing and evaluating behaviour codes and policies.

### At Glencoe Central Primary School we believe that:

- Bullying is a systematic abuse of power.
- Bullying is not simply about difference. It may occur because of people's inability to accept and value difference.
- Bullying includes racist or sexual harassment or any other form of discriminatory behaviour.
- Bullying is everyone's business.
- Bullying can involve violence.
- Bullying can be verbal, non-verbal, physical or emotional abuse.
- Bullying can happen online - this is called 'Cyber Bullying'
- TOGETHER WE CAN STOP BULLYING

## IS IT BULLYING?

### NOT NICE

When someone says or does something **unintentionally** hurtful and they only do it **once**.....

That is **Not Nice**

### MEAN

When someone says or does something **intentionally** hurtful and they do it **once**.....

That is **Mean**

### BULLYING



When someone says or does something intentionally hurtful and they keep doing it, even when you ask them to stop or show them that you are upset.....

That is **Bullying**

Approved: June 2019

*Engage*

*Enhance*

*Excel*