



Darcy Road Public School Anti-Bullying Policy

Aim of the Policy

To articulate clearly that bullying is not acceptable at Darcy Road Public School.

Rationale

Public schools are inclusive environments, where diversity is affirmed and individual differences are respected. Bullying must be taken seriously and is not acceptable in any form. Schools exist in a society where intimidation and harassment occur and students have the right to expect that they will spend the school day free from the fear of bullying, harassment and intimidation. Bullying has long term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders.

Statement of Purpose

Darcy Road has a student welfare policy and procedures based on a set of values determined by the school community. These are respect, honesty, cooperation, excellence, responsibility, tolerance and confidence. It is built on an understanding that both student welfare and discipline is a partnership between the school and the home.

This anti-bullying policy is an adjunct to the student welfare policy and the procedures and programs contained within it. By specifically highlighting the issues of bullying and strategies to eliminate it we reaffirm in this policy the belief of the school that all forms of bullying are unacceptable and not tolerated.

Students attend school to participate in quality education that will help them to become self directed, lifelong learners who can create a positive future for themselves and the wider community. Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment free from all forms of bullying.

Students, teachers, parents, caregivers and members of the wider school community can expect

- That students will be safe at school, free from fear of bullying, harassment and intimidation
- Know what is expected of them and others in relation to bullying
- Gain appropriate support when bullying occurs

Definitions

Bullying is defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. It involves the abuse of power in relationships in the form of harassment, humiliation, domination or intimidation.

Bullying behaviour can be

- Verbal-** name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- Physical –** hitting, punching, kicking, scratching, tripping, spitting
- Social –** ignoring, excluding, ostracising, alienating, making inappropriate gestures
- Psychological –** spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

Implementation

Strategies to prevent bullying

Curriculum – There are many opportunities across the key learning areas to address issues related to bullying and provide strategies for dealing with bullying. These include using related topics in English, reading, writing, talking and listening; aspects of the visual and performing arts in Creative Arts; PDHPE strands of Growth and Development, Interpersonal Relationships and Personal Health Choices.

Care and Supervision Policy – Effective implementation of this policy will ensure a consistent and proactive approach to safety for students including close supervision in places where aggressive behaviour is likely to occur.

School Discipline Code – includes rewards and positive consequences for appropriate behaviour as well as negative consequences for inappropriate behaviour. All sections of the school community understand and support the school policy and parents are active in its application

Support strategies are built into the life of the school. They include

- Teachers modelling conflict resolution skills
- K-6 social skills program
- Co-operative teaching and collaborative learning strategies
- Classroom and school rights, responsibilities and rules
- Group problem solving, small group discussion and individual counselling
- Awareness raising activities including posters, performances, debates etc

Strategies to manage bullying

All bullying is confronted and dealt with openly with specific strategies developed to address the needs of victims, bullies and bystanders.

For the victim:

- The “no,go,tell” strategy from child protection lessons is consistently used by teachers
- Teachers must actively listen to the complainant before making decisions
- “dobbing” is just wanting to get someone else into trouble. When you need support, going to a teacher or trusted adult is not dobbing!
- If appropriate have victim and perpetrator meet to discuss impact of action and alternatives

For the bully:

- Ensure any suspected bully has the right to be heard
- Use the reflection sheet questions from the discipline policy (What happened? What is my side of the story? What rule did I break? Who did I hurt? What can I do to fix things up? How should I act next time?)
- Administer school discipline code consequences. Involve parents
- Teach the strategies
 - “Count to ten, think of the alternatives, then act”
 - walk away/take time out
 - watch how other children make friends
 - stop and think about what you are doing

For the bystanders:

- Reinforce that if you are aware of bullying and don't act you are contributing to the problem.
- Use appropriate strategies to teach how to recognise and report bullying
- Monitor involvement of bystanders in incidents

Each group within the school community has a specific role in preventing and dealing with bullying.

Students can expect to

- Know that their concerns will be responded to by school staff
- Be provided with appropriate support (as victim, bully or bystander)
- Take part in learning experiences that address key understandings and skills related to positive relationships
- Students have a responsibility to behave appropriately, follow the anti-bullying plan and respond to incidents of bullying according to the plan.

Parents have a responsibility to

- Support their children in all aspects of their learning
- Be aware of the school anti-bullying plan and assist their children in understanding bullying behaviour
- Support their children in developing positive responses to incidents of bullying consistent with the school anti-bullying plan
- Support all students of the school to deal effectively with bullying through the strategies of the anti-bullying plan

Schools have a responsibility to

- Develop an anti-bullying plan in consultation with the whole school community
- Inform parents and students of the school discipline code and anti-bullying plan along with strategies that promote appropriate behaviour and consequences for inappropriate behaviour
- Work with parents in resolving incidents of bullying that involve their children
- Respond in a timely manner to complaints of bullying, harassment and intimidation.

Teachers have a responsibility to

- Respect and support students in all aspects of their learning
- Model appropriate behaviour
- Listen carefully to children who seek their help
- Respond in a appropriate and timely manner to incidents of bullying according to the anti-bullying plan and school discipline policy
- Quickly and accurately maintain records of incidents as required by school policies
- Be involved in all aspects of professional learning which will contribute to their ability to deal with incidents of bullying

Monitoring and Evaluation

Reflection sheets will be completed and placed into Student's Record Card.

Copies of "Unsatisfactory Behaviour Reports" sent to parents will also be filed.

Teachers will report observations and concerns from playground duty directly to their supervisor/AP for inclusion on staff meeting agenda and whole school discussion when appropriate.

The anti-bullying policy will be evaluated annually, in association with the student welfare and care and supervision policies, and will include feedback from parents through the P&C Association.

If you feel you are being bullied

Stand tall, speak in a firm, not angry voice, look the person in the eyes

TRY

Say "Stop, I don't like how you are treating me"
or

Say "This is not fun for me. Let's do something fun for everyone"
or

Walk away
or

Tell an adult
or

Try to make friends with the person who bullies
or

Go and make other friends
or

Write a letter to let the bully know how you feel
or

Say no if someone wants you to bully
or

Try to make a joke or have a laugh with the bully