



Hincks Avenue Primary School

Anti-Bullying Policy

Ratified by Governing Council on: 25.9.2018



Rationale

Hincks Avenue Primary School aims to establish and provide a community in which everybody feels valued, respected and safe and where individual differences are appreciated, understood and accepted. Staff, students and the community have the right to be in an environment free of bullying and (if bullied) be provided with help and support. We also have a responsibility to abstain personally from bullying others in any way, and to actively seek to stop bullying when it occurs.

To do this we use a range of prevention, intervention and post-intervention strategies as per our Action Plan.

Everyone has the right to enjoy their time at school.

Bullying Definition

Bullying is repeated verbal, physical or social 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. **BULLYING IS HARMFUL.**

Conflict or fights between equals and single incidents are not regarded as bullying.

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

Examples of bullying are but not limited to:

Physical:

- Pushing, touching, grabbing, looks, stares, facial expressions, gestures, spiting, taking or damaging property, repeatedly kicking or hitting.

Verbal or written:

- Spoken or written insults, threats, suggestive comments, teasing, name-calling, unfair criticism, spreading rumours.
- Cyber bullying through email, voice and text messaging, social networking sites, photographic and video images.

Social:

- Forming groups to leave out, ignore and disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying.
- Using pictures, tags or words.
- Damaging, removing or hiding belongings of others.
- Excluding or isolating someone on purpose.
- Teasing or name calling.
- Demands for money or possessions
- Sexual or racial harassment
- Any form of discriminatory behaviour: sexual, racial or disability.

Responsibilities

School Leaders

- Model courtesy and consideration of others
- Clarify system responses of bullying and harassment
- Alert teachers to their roles as promoters of timely and proactive discussions.
- Place information in newsletters, staff bulletins, highlight expectations at staff meetings parent meetings and assemblies.
- Ensure all reports are acted upon.

Teachers

- Model courtesy and consideration of others.
- Be aware of and watch for signs of bullying.
- Be aware of the underlying principles of this policy and the action plan and act to create a supportive teaching and learning environment, free of bullying and harassment.
- Be aware of incidents of harassment in their classes and while on duty in the school.
- Be aware of the serious nature of sexual harassment and the legal implications for this misconduct by any member of the school community.
- Support students in developing confidence in making a stand against bullying and harassment.
- Report all incidents of bullying so that those bullied can see that the school acts to prevent bullying.

Students

- Treat everyone with courtesy.
- Be aware of what can be interpreted as harassing or bullying comments and behaviours.
- Be aware of the serious nature of sexual harassment and the legal implications for this misconduct by any member of the school community.
- Tell a bullying person that he/she doesn't like the behaviour and to stop. If not confident, ask an adult to act on his/her behalf.
- Take appropriate action when they observe others being bullied.
- Be compassionate, empathetic and understand the effects of bullying on individuals and groups in our society.
- Report incidents of bullying whether it happens to you or not.

Parents and Caregivers

- Model courtesy and consideration of others.
- Know the signs of possible bullying and watch for them.
- Be aware of the range of bullying comments and behaviours.
- Speak to children about what constitutes bullying and harassment.
- Be aware of the serious nature of sexual harassment and the legal implications for this misconduct by any member of the school community.
- Inform the school of any incidents of bullying.
- Remind children and young adults that they are highly valued and assist them in maintaining a positive self-worth.
- Discuss positive strategies rather than getting even.
- Be available and ready to listen to reports of bullying.

What we do about incidents of bullying

- We will listen and talk to the person who has been bullied and the person who has bullied others.
- The severity and seriousness of the bullying will be assessed, and appropriate action taken. This may include informal talks, counselling, time out, restricted play, interviews with parents and suspension or exclusion. (Consequences may vary depending on what happened.)
- We will seek to help everyone involved to improve their relationship with each other
- Support the person who has been bullied or the person using bullying behaviour.

If you are being bullied or you know someone who is being bullied it is your responsibility to report it as soon as possible to a trusted adult. This person can be an SSO, teacher, parent, carer or relative.

When bullying is ignored it may get worse, so it is very important to report it. Persist until the situation is resolved.
Keep reporting.

Education Complaint Unit Phone: 1800 677 435 Email: education.educationcomplaint@sa.gov.au

It is important to note that the process will change for each situation.

Each person is different, and each occurrence of bullying is different.

High expectations, early intervention and consistency are key elements of a successful Anti Bullying Policy.