

Bullying Prevention Policy

At Edney Primary School we aim to foster a culture of respect and excellence; a culture where everyone feels safe and valued and individual differences are appreciated and understood.

Defining Bullying

Bullying is an ongoing and deliberate misuse of power in relationships through **repeated** verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Reference: bullyingnoway.gov.au

Bullying can involve:

Verbal Bullying	The repeated use of words to hurt or humiliate, including put-downs, insulting language, name-calling, swearing, nasty notes and racist or sexist comments.
Emotional Bullying	Includes persistent following, threats or implied threats, threatening gestures, manipulation, emotional blackmail, and threats to an individual's reputation and sense of safety.
Social Bullying	Continually excluding others or encouraging others to do the same, making up or spreading rumours, and sharing or threatening to share personal information.
Physical Bullying	Repeated hitting, kicking, pinching, pushing, tripping, 'ganging up', unwanted touching and damage to personal property.
Cyber-bullying	Repeated use of ICT such as email, text messages, instant messaging, and websites as an alternative means to carry out bullying.

Edney Primary School discourages bullying through the following strategies:

Prevention

- A variety of resources, including *Friendly Schools Plus* and *Restorative Conversations*, are implemented to develop students personal and social capabilities
- Anti-bullying and preventative measures are promoted through brochures, assemblies, school website
- Staff are provided with support and training to manage bullying situations and prevent escalations

- Explicit teaching of what bullying is and the difference between 'dobbing' and 'telling'
- Explicit teaching of appropriate *bystander* behaviours

Positive Learning Environments

- Clear classroom and playground expectations: *Edney Code of Conduct*
- Positive reinforcement of appropriate behaviour
- Clear and consistent processes for students to report inappropriate behaviour
- Intervention practices that resolve conflicts, restore relationships, and promote tolerance and social problem solving are used for responding to bullying incidents

Dealing with Bullying Incidents

Bullying is to be dealt with by the class teacher and may involve administration and parents.

1. Meet individually with the suspected bullies and target.
2. Discuss with parents/student together if appropriate.
3. Implement strategies/interventions to support the students bullying to make a positive change.
4. Check in with the students bullying and the target to see what progress is being made.
5. If no resolution or improvement in bullying behaviours occurs meet with parents. An Individual Behaviour Support Plan may be warranted.
6. Students displaying ongoing bullying behaviours may have a withdrawal, suspension or exclusion at the discretion of the Principal. On return to school, the parents and student will attend a meeting with Principal or their delegate regarding agreed behaviours and outcomes. An Individual Behaviour Support Plan will be developed/reviewed.

How Parents Can Help

If your child tells you they are being bullied at school, you can follow these steps:

- Listen calmly and get the full story.
- Decide if it is bullying or inappropriate behaviour and explain the difference to your child.
- Ask your child if they reported it to a staff member at school - what was the outcome?
- Ask your child what they want to do about it and how you can help.
- Contact your child's teacher and book a time to discuss the situation.
- Check in regularly with your child.

Victim Support

Support will be provided for students who are victims or witnesses of bullying and harassment. Support will be provided by one or more of the following:

- Classroom teacher
- Administration
- Parents contacted
- School Psychologist – Outside Agency support
- School Chaplain engagement

All members of our school community are committed to ensuring a safe and supportive environment where all members have the right to be respected and have a responsibility to respect each other. The Bullying Policy will be implemented, as appropriate, with reference to and recognition of, the appropriate developmental sequence of learning and development in the early years.