ANTI BULLYING POLICY

Statement

Students have a fundamental right to learn in a safe, supportive environment and to be treated with respect. One Tree Hill Primary School promotes and provides a supportive learning environment in which all students can expect to feel safe. We cultivate a culture of mutual respect, ownership of behaviour, making responsible choices and restorative practices. We work collaboratively and in conjunction with a network of interagency support. Bullying is unacceptable as it undermines students’ rights to feel safe. Incidents of bullying will be addressed with in line with the school’s Anti-Bullying Procedures.

What is Bullying?

- Bullying behaviour is the use of physical, social and emotional aggression with the intention of hurting another person.
- Bullying behaviour is a repeated behaviour, it does not occur on just one occasion.
- Bullying is an unjust use of power and results in pain and distress to the victim.

Bullying can be:

- Harassment – continued general and verbal abuse which may include spreading malicious rumours, name calling and exclusion, damage or theft of property.
- Violence – pushing, kicking, hitting, punching, throwing things, using a weapon or getting another person to assault someone.
- Cyber Bullying – all areas of the internet, such as email misuse, inappropriate use of phone calls and text messaging, misuse of technology ie camera and video.
- Sexual Harassment – unwanted physical contact or inappropriate sexual comment or behaviour.
- Discrimination – inappropriate comments relating to a persons’ race, religion and cultural background.

Reporting and Responsibilities

- Bullying hurts and will not be tolerated.
- Anyone who knows that bullying is happening in the school is expected to tell the staff.
- Students are encouraged, and supported to report incidents of bullying to a teacher, other member of staff or to another trusted adult.
- Class teacher/s will be advised.
- Bullying incidents will recorded on EDSAS. If incident has been logged, parents will be informed and may be requested to come in for a meeting.
- Where appropriate police will be notified and involved.
How to Recognise a Student Being Bullied

A child may indicate by their behaviour or body language that he/she is being bullied. Adults need to be aware of the possible signs and investigate if a child:

- Is withdrawn and not taking part in class activities
- Is acting out of character or whose behaviour is ‘over the top’
- Is bullying others, lying and anxious
- Is upset, distraught
- Is not wanting to come to school, usual routine has changed
- Is feeling sick or crying in the morning
- Is performing poorly in school work
- Is refusing to eat or is easily frightened
- Has unexplained injuries
- Has possessions that are damaged or missing
- Becomes aggressive, disruptive and unreasonable

Actions

- **ALL** bullying behaviours or threats will be investigated and action taken to stop the bullying quickly. Logical consequences will be applied.
- Staff will work with both the bully and bystanders to help change their behaviours.
- Ongoing monitoring and support of both the bully/bullies and victim.
- Incidents of bullying will be recorded and parents of both bully and victim informed.
- Other staff informed of incidents of bullying so they can be monitored in yard.
- Restorative practice strategies, and follow up counselling of victims, bullies and bystanders will occur. Bullies and bystanders both take responsibility changing actions

Prevention, Intervention and Coping Strategies

- School based programmes including website activities occur regularly and as appropriate.
- Cyber bullying workshops for staff, students and parents.
- All children to take part in National Anti Bullying Week.
- Promote understanding of bullying and bystander behaviour and its impact on others.

No matter what the source, bullying will **NOT** be tolerated at One Tree Hill Primary & Preschool.

Policy Update July 2012