



Tintinhull Public School

Anti-Bullying Procedures

Rationale

The Tintinhull Public School believes that in order for students to learn to the best of their ability and to extend personal growth, they must have a safe and friendly learning environment. The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn to teach, and the right to feel safe and secure in their school environment.

Definition of Bullying

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Cyberbullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender.

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

Bullying can happen anywhere: at school, travelling to and from school, in sporting teams, between neighbours or in the workplace.

Bullying behaviour can be:

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

Conflict or fights between equals and single incidents are not defined as bullying. Bullying behaviour is not:

- children not getting along well
- a situation of mutual conflict
- single episodes of nastiness or random acts of aggression or intimidation.

Aims of Anti-Bullying Procedures:

- To educate students, parents and community members of what bullying is and how to identify it.
- To inform students bullying is unacceptable and not be tolerated at Tintinhull Public School
- For everyone within the school community to be alert to the signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and cooperation at all times.

Structure/Content of Anti-Bullying procedures:

The school will adopt a four-phase approach:

A. Primary Prevention: Community education

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Feedback from students will be sought regularly in order to monitor the school's culture with regard to bullying
- School leaders, staff and students to promote the PROUD initiative within the school.
- Structured activities available to students at recess and lunch breaks.

B. Early Intervention

- Encourage children to report bullying incidents involving themselves or others
- Classroom teachers regularly reminding students to report incidents, and that reporting is not dobbing.
- All students are educated on strategies to cope with bullying through the school's PDHPE programs.
- Parents are encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.
- Principal informed of all bullying incidents.

C. Intervention

- Those identified through the Bullying Survey will be supported.
- Direct nomination of bullying incident by students.
- Once identified, bully, victim and witnesses spoken with, and all incidents or allegations of bullying fully investigated and documented.
- Both bully and victim offered counselling and support in individual meetings and in combined/mediated setting if appropriate.
- Staff liaison.
- If bullying is significant or ongoing, parents will be contacted and consequences implemented consistent with the school's Positive Behaviour Policy.

D. Post-violation policy outcomes:

Discipline consequences for bullies may involve:

- Formal apology
- Exclusion from class.
- Exclusion from playground.
- In school detention
- School suspension.
- Expulsion

The severity of the incident, level of remorse and previous behavioural history of the bully will affect severity of discipline:

- Ongoing monitoring of identified bullies/victims.
- Ongoing support from appropriate agency for both victim and bully.
- Development of peer partnering and peer mentoring programs.
- Public acknowledgement/rewards for positive behaviour and reinforcement of school policy.

Implementation of policy:

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- Staff will be made aware of their responsibilities with regard to the policy.
- Publication of policy via school publications.
- Programs and training developed for various stakeholders.