

## YARRALUMLA ANTI-BULLYING POLICY

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Yarralumla Primary School is committed to providing a safe and caring environment, an environment which fosters respect for others and does not tolerate bullying. This policy compliments and is supported by Yarralumla's student management policy.

### Definition

Bullying is not the same thing as a disagreement between two people.

Bullying is the misuse of power, position or privilege. It is done to intimidate, coerce, create fear, control, embarrass, exclude, or cause pain or discomfort.

It may be:

- *Verbal* as in name calling, personal comments, racial abuse, gossip.
- *Social* as in not being spoken to or left out of activities.
- *Material* as in when possessions are stolen or damaged or extortion takes place.
- *Mental* as when pressure to conform is applied.
- *Physical* as in physical assault.
- *Written* as in graffiti, text messages, web sites, or other misuses of technology.

Bullying is:

- Systematic and ongoing rather than one off.
- Any form of behaviour that is not welcome and not asked for.
- Distressing and hurtful to the target rather than good-natured fun.
- Always one way rather than an exchange.

### Bullying and harassment

- May be physical (hitting, kicking, pinching), verbal (name-calling, teasing), psychological (standover tactics, gestures), social (social exclusion, rumours, putdowns) or sexual (physical, verbal or nonverbal sexual conduct).
- May be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge.
- May have an element of threat.
- May continue over time.
- Is often hidden from adults.
- Can be sustained if adults or peers do not take action.

**If bullying occurs:**

- We may feel frightened, unsafe, embarrassed, angry or unfairly treated
- Our work, sleep and ability to concentrate may suffer.
- Our relationships with our families and friends may be affected and we may feel confused and not know what to do about the problem.

### Strategies we use to prevent bullying

Through the use of such programs as our annual Affective Education programs including 'creating our learning community', Life Education and Protective Behaviours we will;

- Openly talk about bullying – what it is, how it affects us and what we can do about it.
- Teach our students the skills which will build their self esteem and empower them to take responsibility for themselves, be resilient and give them the opportunity to practice these skills.

- Formulate procedures which clearly state what actions we will take to be informed about bullying and to manage student behaviour.

**Responsibilities of staff:**

- To model appropriate behaviour at all times.
- To respond to and follow up all reported and/or observed incidents of bullying.
- Teach students positive social skills and how to recognise bullying behaviour.
- To develop an anti bullying code.
- To develop a bystanders code.

**Responsibilities of students:**

- To “tell” if they are being bullied or if someone else is being bullied – both at school and on the way to and from school.
- To be persistent in reporting incidents and seeking assistance as taught through our Protective Behaviours Program.
- To help someone who is being bullied by saying “Stop” then seeking adult assistance if required.
- To not be a bully.
- To understand that reporting bullying is a positive action.

**Responsibilities of Parents:**

- To watch for signs that their child may be being bullied or is bullying others.
- To encourage children to respect the differences of others.
- To speak to someone on staff at Yarralumla Primary School if their child is being bullied, or they suspect that this is happening.
- To encourage their child to “tell” if they are being bullied.
- To assist their child in developing an awareness of “bullying” and to use strategies as outlined in this policy.

**Reporting of Bullying:**

Children and their parents can report incidents of bullying to any teacher or member of executive at the school. Forms for reporting incidents of bullying are available from the front office or classroom teachers.

**In the case of an incident:**

Incidents reported to staff are fully investigated and documented. Students are counselled. Bullying is dealt with according to this policy and the *attached guidelines*. Restorative practice principles are used with victims and bullies. Restorative practice refers to structured processes designed to repair the harm and teach and encourage more socially responsible behaviours after incidents such as bullying. Restorative practice examples include the formal apology, the method of shared concern, restitution and community conferencing.