



# Carlton South Public School

## Anti-Bullying Policy

### Update September/October 2009

#### Plan Statement

At Carlton South Public School, bullying is taken very seriously and not tolerated in any form. We value **respect** and show **tolerance** of others in a **safe** and **supportive environment**. We foster **positive relationships** through **strong welfare programs**. As part of our school's Welfare and Discipline Policy, our Anti-Bullying Policy aims to raise awareness of, deal effectively with and prevent incidences of bullying.

Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying.

#### Our Definition of Bullying

Bullying is defined as the **deliberate, repeated** behaviour by an individual or group of individuals that results in an individual or group of individuals being: hurt, threatened or intimidated. What is bullying for one person may not be the same for another.

Bullying takes many forms. Our school considers the following behaviours as examples of bullying:

##### **Physical**

- Pushing/shoving
- Hitting/punching/pinching/biting
- Kicking
- Throwing objects
- Taking others' belongings/stealing from others
- Damaging others' belongings
- Spitting at others
- Intimidation - making someone do something they don't want to do

##### **Verbal**

- Threatening/blackmail
- Name calling/teasing
- Swearing at others

- Ridiculing (making fun of) another person because of their actions, appearance, physical characteristics, family, academic ability or cultural background

### **Psychological**

- Spreading rumours
- Excluding others
- Writing notes
- Hiding or damaging possessions
- SMS messages/Email messages, cyber bullying, blogs, wikis etc –sending messages that are malicious

### **Social**

- Intentionally ignoring
- Intentionally excluding
- Intentionally alienating
- Intentionally making inappropriate gestures

### **Aims of the Policy**

- To raise the school community's awareness of bullying
- To outline the responsibilities of students, parents and staff in reducing bullying
- To empower students with strategies for resolving conflict in a non-threatening way
- To promote a culture of positive behaviour and citizenship

As a staff and school community we have a responsibility to take positive and consistent actions to deal effectively with bullying.

### **A Statement of Purpose**

#### **Staff's Responsibilities**

- To model appropriate behaviour at all times
- To monitor and track incidences of bullying and respond in an appropriate and timely manner to incidents of bullying according to the Anti-Bullying Policy
- To implement school programs which promote positive relationships that incorporate strategies to deal with bullying
- To communicate bullying incidences with parents when needed

#### **Parents' Responsibilities**

- To be aware of and support the school's Anti-Bullying Policy
- To take an active role in their child's school life and watch for signs that their child may be being bullied
- To encourage their child to adopt learnt strategies to deal with bullying

- To instruct their child to 'tell' if they are bullied
- To inform the school if any bullying is suspected

### **Students' Responsibilities**

- To behave appropriately
- To show consideration and respect and to support others
- To 'tell' if they are being bullied or if they see someone being bullied – both at school and on the way to and from school
- To attempt to use learnt strategies to deal with bullying incidents

## **Managing Bullying**

### **Procedures for Dealing with Bullying Behaviour**

- All students **will** be listened to
- Class teacher and student deal with smaller issues in the classroom in line with school/class rules
- Teacher on duty deals with smaller issues in the playground – if more serious in nature the duty teacher informs the Deputy Principal who then deal with the bullying
- Have discussions with the students involved – take appropriate action e.g time-out
- Report to parents of major bullying incidences
- Parents and class teacher work with student to look at underlying problems and seek solutions
- Principal, Deputy Principal and Executive staff work with parents and individuals to identify bullying behaviours where necessary
- Principal, Deputy Principal and Executive staff member works with individuals or groups on strategies to solve specific bullying behaviours
- School Counsellor and Learning Support Team and DET involved in individual programs if required
- Serious bullying incidents are recorded and consequences are in line with the School Discipline Procedures
- Issues are resolved in a calm manner with as much time as necessary given to hearing what each student feels and assisting all students to feel more able to cope
- Students with identified bullying behaviour will be encouraged to take responsibility for their actions.

### **Procedures for Reporting Bullying**

- Students are to report all incidents of bullying to a teacher immediately
- Parents/caregivers with concerns about bullying should contact the school immediately
- All bullying incidents are to be reported, taken seriously and dealt with by teachers, Executive, Deputy Principal, Principal and parents (depending on the severity).

## **Strategies for Students on How to Deal with Bullying Behaviours**

- Stay in sight of peers and adults
- Try to stay calm. Practise keeping calm and walking away
- Try to show you are not upset. Practise this
- Look at the person. Try to speak in a strong voice. Say something like: 'You might think that, but I don't' or 'Why are you doing this?'
- Use an "I" message. Express your feelings in an assertive way. E.g. 'I want you to stop' or 'Please don't do that. I don't like it'
- Walk away quietly, without looking back
- Go to a safe place e.g. with other children, near a teacher
- Talk to someone who can help you. Tell them what has happened, how you feel and what they can do to help. This is not dobbing!
- Use humour if appropriate.

**Most people have been bullied at some time, so do not be ashamed to SPEAK UP. IT IS OK TO TELL!**

Unless we are observant and watch for the signs of bullying, we may never know that our children are involved.

### **Signs that your child may be being bullied**

- Dislikes school
- Lowered school performance
- Gets into trouble more often at school
- Wants to be taken to school even though it is close
- Takes the long way home or walking instead of catching the bus
- Possessions are damaged or missing
- Seems unhappy or depressed – cries easily and for no reason
- Unable to explain bruises or scratches
- Complains of stomach aches to avoid school
- Asks for, or steals extra money
- Doesn't seem to have any friends
- Has bad dreams
- Sleeps badly
- Wets the bed
- Gets angry with brothers or sisters
- Sudden mood swings and outbursts of temper
- Uses put-down language when speaking about others

### **Signs that your child may be bullying others**

- Aggressive behaviour – both inside and outside the home (teasing, threatening, hurting others)
- Difficult to manage
- Oversensitive – feels that everyone is out to get him/her

- Unhappiness
- Loses temper often
- Quietness or depression
- School work is suffering
- Disturbing stories about the child – from other students, their friends or other adults
- Sensing that other parents (whose children have contact with your child) are avoiding you, or hinting at things you don't know

### **Monitoring and Evaluation**

Incidents of bullying will be monitored on an ongoing basis. Student Welfare Programs will be reviewed on a regular basis.

Teachers, students and parents will be surveyed on a regular basis. Data collected will be analysed to monitor the extent of bullying in the school.

Changes/amendments will be made according to the changing needs of the school.

Last updated September/October 2009

Consulted with

School Council/P&C

Executive

Staff

Student Representative Council

Students