

Objectives

- *To create an awareness of what bullying is and ensure all students, staff and parents aware of their responsibility in its prevention;*
- *To develop a supportive environment, providing staff, students and parents with a variety of options to respond appropriately to bullying.*

Forms of Bullying

Physical (*hitting, kicking, punching, pushing, shoving, poking, spitting, blocking, tripping, unwanted touching, taking or damaging something that belongs to someone else, forcing others to hand over food, money or belongings, forcing someone to do something they don't want to do*);

Verbal (*name calling, swearing, teasing, bossing, threatening, making fun of someone because of their appearance, physical characteristics or cultural background, makes fun of someone's actions, spreading rumours/gossip, and discriminative comments, whispering etc.*);

Non-Verbal: (*circulating inappropriate notes, drawings, making offensive gestures, laughing at victim, engaging others in similar behaviour*);

Property: (damaging or taking belongings, extortion);

Sexual: (explicit use of language, gestures or visuals which are offensive);

Cyber: (online chat rooms to threaten, gossip, sexting, sending of confidential emails/comments etc)

Rationale

Bullying and harassment are contrary to the Christian ethos of Waikerie Lutheran Primary School, which emphasises care and respect of all members of the school (students, staff, parents and friends). Bullying and harassment have immediate damaging effects on the personal well-being of the victim as well as on the social and educational fabric of the school. Review of the National Safe Schools Framework 2010 in collaboration with The National Safe Schools Framework Reference Group concluded that harassment, violence and bullying are less likely to occur in a caring, respectful and supportive teaching and learning community.

For these reasons Waikerie Lutheran Primary School takes harassment and bullying very seriously and commits itself to programs and procedures designed to minimise their occurrence and deal effectively with them when they arise.

Expected Student Behaviour

It is expected that all students at Waikerie Lutheran Primary School follow the following behaviour guidelines:

- *Students must show respect for others and themselves;*
- *Students must respect their own property and that of others;*
- *Students are to assist and encourage each other to perform to the best of their ability;*
- *Students must accept responsibility for their own behaviour;*
- *Students are to be aware that their behaviour occurs as a result of choices, conscious or unconscious; all behaviour has consequences, which affects future opportunities;*

- *Irresponsible behaviour requires a response, which protects the rights of students who want to learn; which supports the rights of teachers to teach; which offers the student involved a chance to learn how to make a more responsible choice in the future.*
- *If bullying behaviour is witnessed, students have the responsibility to respond according to the role of a bystander (as is taught throughout the school).*

Responsibilities of:

School staff

- *Principal to ensure the adoption of the National Safe Schools Framework;*
- *School to work in partnership with community organisations and parents to extend support to students and families (Information Sharing Guidelines for Promoting the Safety and Wellbeing of Children, Young People and their Families (ISG))³*
- *Staff to comply with the 'Code of Conduct for Staff at WLPS';*
- *Staff to have read and signed to the effect, the WLPS Child Safe Policy;*
- *Implementing a school-wide Code of Conduct, specifying what is and is not appropriate behaviour in the classroom and around the school;*
- *Will model caring behaviour and tolerance towards students, parents, staff and community members.*
- *Teaching of social and emotional skills (eg listening, negotiation, sharing, empathic responding) in all areas of the curriculum in all year levels;*
- *Teaching of skills and understandings to promote cyber safety and for countering harassment, aggression, violence and bullying;*
- *Teaching of skills and understandings related to personal safety and protective behaviours;*
- *Teaching of strategies for social inclusion through a Student Social Skills Program;*
- *To follow up on all incidents of bullying, recording and passing on the information to the principal;*
- *Principal to record all incidents of bullying and action taken;*
- *Principal to follow up on all serious forms of bullying, including interviewing the victim and perpetrator, as well as their parents;*
- *Principal to follow through with consequences of bullying behaviour;*
- *Provide opportunities for student ownership and decision making;*
- *Provide an opportunity for a student forum to discuss possible Bullying 'hotspots'*

Students

- *To use the 'five step approach' to solve conflict with another student, as developed by the Student Leaders of 2010;*
- *To enact the role of a by-stander to assist in the prevention of bullying amongst peers;*
- *To practice the skills taught in the Social Skills Program – ensuring the right to keep others' safe.*

Parents/Guardians

- *Support your child by using active listening skills;*
- *Support your child in developing self-management skills when dealing with conflict;*
- *Follow school grievance procedure to inform of any ongoing or serious bullying incidents;*
- *Work with the school to develop social skills and resilience with your children;*
- *Follow school protocol when dealing with issues relating to another student;*
- *Responsibly supervise your children when they are on the inter-net or using digital devices.*
- *Model caring behaviour and tolerance when interacting with students, staff, parents and community members at school.*

³ As this is currently in a period of being reviewed, and until the Privacy Act (1988) and the National Privacy Principles have been reformed consent is required by parents/guardians.

Strategies Waikerie Lutheran Primary School will use to Prevent Bullying Incidents

- *Talk regularly and openly about bullying behaviour.*
- *Teach lessons to promote self-awareness, self-esteem, networking, tolerance, social skills, positive self talk, resilience and assertiveness by using a variety of appropriate programs.*
- *Emphasise the role of bystanders/onlookers as a powerful anti-bullying group.*
- *Support all people involved in the incidents of bullying and provide an environment to promote change.*
- *Promote anti-bullying through lessons, parent newsletters, displays etc.*

Consequences for Breaches of Standards of Behaviour

All forms of Bullying will be taken seriously. Consequences of Bullying Behaviour will be as outlined in the Behaviour Support Manual. The process of Restorative Practices will be used in managing Bullying Behaviour, enabling both the perpetrator and victim an opportunity to understand the effect of their behaviour (empathy) and be a part of the restorative process. The principal will reserve the right to discipline in the manner seeming fit for the offense. Where repeated occurrences of bullying occur, internal/external suspension may result; in extreme cases where no remorse is shown, exclusion/expulsion may result.

Procedure for Reporting Incidents of Bullying Behaviour

- *Students need to approach their classroom teacher to discuss any concerns they may have regarding another student so that the teacher can deal with it on a pastoral care level;*
- *Bully boxes are located in the Art Room and Front Office for students who wish to make a report, but wish to remain anonymous;*
- *Serious cases of bullying behaviour witnessed by a staff member will be referred to the Principal via an Incident Report;*
- *All serious claims of bullying will be directly followed up by the Principal, contacting the parents/guardians of all involved;*
- *In the case of a complaint made against a staff member, a formal investigation will be conducted;*
- *In line with the current Child Safe Policy, incidents will be treated in accordance with policy and logical consequences will be implemented;*
- *All reports of bullying will be recorded and filed with the principal for future reference;*
- *All reports made will be treated with confidence, respecting the needs of the complainant;*
- *If parents are not satisfied with the resolution of the complaint, they may make a formal request to speak with the Chairperson of the school council.*

Evaluation:

- This policy will be reviewed as part of the school's three-year review cycle.

This policy was last endorsed by school council .