



Hewett Primary School

Hewett Primary School Anti-Bullying Policy

At Hewett Primary School we believe that all students have the right to a safe, inclusive and supportive learning environment. Bullying, including cyber bullying; harassment and violence, is totally unacceptable behaviour. Bullying and harassment are issues that are treated very seriously as they can adversely affect a person's ability to work and learn, therefore we work hard to find solutions to stop incidents from occurring.

Evidence suggests that the development of resilience and positive self-esteem can help to protect people from the harmful effects of bullying, as well as help them build positive peer relationships. The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

Definitions

Bullying

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

Conflict or fights between equals and single incidents are not regarded as bullying.

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

Cyber-Bullying

Cyber-bullying is bullying which uses e-technology as a means of victimising others. It is the use of an internet service or electronic devices – such as social media apps, e-mail, chat room discussion groups, instant messaging, web pages or SMS (text messaging) – with the intent of harming another person. Examples include communications that seek to intimidate, control, manipulate, put-down or humiliate the recipient.

Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or ability or disability, and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

Not all distressing or hurtful behaviour is bullying

- Single incidents of malicious or aggressive behaviour are not always considered bullying. Bullying is repeated actions. A single incident may still be responded to as part of the school's behaviour management processes as unacceptable behaviour.
- Although social rejection can be hurtful, it is not bullying unless accompanied by repeated and deliberate attempts to distress or hurt.
- Arguments can be distressing but it is not bullying when two people are both upset and neither one is misusing power over the other. Conflict may still give rise to unacceptable behaviour which will be responded to as part of the school's behaviour management processes.

Examples of Bullying: *when behaviour is repeated or there is a misuse of power*

- **PHYSICAL**
Hitting, pushing, touching, grabbing, spitting
- **VERBAL or WRITTEN**
Spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, spreading rumours
- **NON-VERBAL**
Looks, stares, facial expressions, gestures, taking or damaging property
- **CYBER**
Using e-mail, voice and text messaging, social networking sites, photographic and video images
- **GRAFFITI**
Using pictures, tags or words
- **SOCIAL**
Forming groups to leave out, ignore and disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying or harassment.



Bystander Behaviour

A bystander is someone who sees the bullying or knows that it is happening to someone else. As bystanders, peers can reinforce the bullying behaviour through their own behaviour, disdainfully move away or intervene to stop bullying.

Bystanders can be identified in the following categories:

- **SUPPORTERS**
Support the person bullying, either by helping the child to bully the other person or by encouraging the person bullying
- **SPECTATORS**
Gather or deliberately stay to watch the incident (sometimes from concern and sometimes for enjoyment)
- **WITNESSES**
Are aware that the incident is occurring (know about the bullying or see it from a distance)

Bystanders' influence can be utilised in a positive and effective way to protect the person being bullied and to motivate students who bully to change their behaviour. This can be done by supporting other students who are bullied, telling someone to seek help for that person and influencing the peer group to refrain from bullying others.

What we do at Hewett Primary to reduce bullying

- Promoting the development of positive relationships using the principles of the Positive Education Framework
- Annually review our Behaviour Management Policy and associated Procedures
- During Term 1 of each year all classes will use social and emotional learning programmes that have a focus on rights and responsibilities, bullying, bystanders, respectful behaviour, resilience and building relationships. Key programmes used at Hewett Primary include *Keeping Safe: Child Protection Curriculum and Play Is The Way*.
- Establish, model and maintain respectful working and learning relationships
- Staff and SSOs will provide quality supervision in the yard
- Incorporate our school values of Respect, Responsibility and Learning throughout the curriculum
- Develop programmes and initiatives that enable students to have input into their learning, educate each other and promote a school climate that will not accept bullying, including, for example; SLIC and class meetings
- Provide students with the knowledge, skills and support to be effective bystanders
- Develop and foster positive relationships with students and families
- Keep parents/caregivers and the school community informed about strategies we are using
- Provide professional development for staff with local agencies and resources
- Ensure all staff are aware of how to address incidents of bullying and harassment within the framework of our Behaviour Management Policy and related policies and procedures
- Work in partnership with outside agencies to provide supplementary programmes for targeted students
- Work with students who report bullying by listening to their concerns and support them to develop a range of strategies to deal with such issues effectively
- Support parents by providing links to relevant websites and resources

How to recognise a student is being bullied

Students who are being bullied or harassed may not talk about it with their teachers or friends. They may be afraid that it will only make things worse or they may feel it is wrong to 'tell tales'. A change in behaviour in students may be a signal that they are being bullied or they have some other concern. Adults should be aware of these possible signs and that they should investigate if a child:

- Has unexplained cuts, bruises or scratches
- Doesn't want to go on the school bus or is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Attempts to run away
- Cries him/herself to sleep at night or has nightmares
- Feels ill in the morning or has vague headaches / stomach aches
- Asks for extra pocket money or food
- Begins to do poorly in school work
- Has possessions go missing
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Is 'hiding' information on mobile phones, emails or in comments on their social networking pages

These signs could indicate other problems, but bullying should be considered a possibility and be investigated.



What should a student do about bullying?

If a student is being bullied or knows someone who is being bullied, and other positive strategies have not been successful, it needs to be reported. Reporting of an incident should occur as soon after the incident as possible because this gives the school the best opportunity to follow up the incident and intervene.

WHO TO REPORT TO?

Report to teachers, Student Wellbeing Leader, Senior Leader, Deputy Principal, Principal, other school staff and parents/caregivers

HOW TO REPORT?

Report where and how often the bullying is occurring and what has already been tried to stop it happening.

Students' responsibilities are to:

- At all times and in all situations model Hewett Primary School values of Respect, Responsibility and Learning
- Actively participate in Social and Emotional learning sessions regarding anti-bullying and developing positive behaviours
- Communicate with an appropriate adult if bullied or harassed or if they are aware that someone else is being bullied or harassed
- Not retaliate but allow the school to manage the incident
- Learn to be an effective bystander, so that bullying and harassment are discouraged through peer influence

What parents can do:

- Encourage their child to report incidents
- Work with the school and maintain regular contact with your child's class teacher
- Support their child to not bully others
- Support their child to follow school procedures and not retaliate in such cases
- Not become part of the problem if they witness bullying, but to report the issue to the school
- Communicate in a respectful manner with the school staff about issues of concern as soon as possible after these concerns arise
- Keep the school informed of concerns about behaviour, their child's health issues or other matters of relevance
- If you believe your child is being bullied and has not reported it, please report it.

HOW TO REPORT?

1. Arrange a meeting with an appropriate staff member (class teacher, Wellbeing Leader, Senior Leader, Deputy, Principal).
2. Bring to the meeting the facts in writing providing as much detail as possible about each of the incidents. Written details of bullying incidents should include: *when, where, what happened, who was involved (including bystanders), and any action your child has taken to stop it.*
3. Work with your child and the school staff on a plan to keep your child safe, including strategies to avoid being bullied and responses to future bullying. **Please do not approach any children involved or their parents.**

It is difficult for the school to follow up on an incident if it is unaware of it and, therefore we encourage students and parents to inform the school of such incidents immediately.

What the school will do when bullying is reported:

- Take all reports of bullying seriously and record the incidents.
- The role of bystanders in bullying situations will be acknowledged and recorded details will include who was a bystander
- Actively listen and talk to the target and the perpetrator, at all times reassuring the target that they have shown strength to report
- Where appropriate, parents will be informed and asked to meet with a member of leadership
- The bullying behaviour or threats will be investigated and the bullying stopped quickly. Responses may take the form of counselling (for both the target and the perpetrator) or adult mediation.
- All responses will maintain a Restorative Justice focus (giving the person using bullying behaviours the opportunity to repair damage done).
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- Put appropriate consequences into place if required. Consequences will be dependant upon the nature, severity and extent of individual cases and may include: student removed from class/yard; on-going monitoring of behaviour; apology; counselling; parent/student/school conferencing; internal/external suspension; referral to Interagency Student Behaviour Support

