

# **Portland Primary School Anti-Bullying Policy**

Portland Primary School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate Bullying.

## **Our Definition of Bullying**

Bullying is defined as repeatedly hurting another person who is less powerful, either physically or psychologically. Bullying is an ongoing behaviour, not just a single incident. We consider the following behaviours to be Bullying when they are repeated.

### **Physical**

- Hitting, kicking, and punching.
- Pushing, shoving, spitting.
- Pulling someone by the hair or clothing.
- Making rude gestures.
- Forcing others to hand over; food, money, property.
- Taking or damaging property belonging to someone else.
- Making someone do something they don't want to do.
- Taking, or flicking off, people's hats.

### **Verbal**

- Name-calling.
- Teasing.
- Threatening.
- Making fun of, or putting down, someone because of his or her appearance, cultural background, religion, race or any perceived difference.

### **Emotional**

- Whispering behind someone's back.
- Passing notes.
- Imitating someone's speech or behaviour in a mean way.
- Passing around nasty gossip.
- Putting down a person's family.

### **Indirect**

- Excluding others from a game or group.
- Spreading rumours.
- Aggressive or threatening non verbal gestures.
- Being a bystander and doing nothing.

## **Strategies We Will Use To Deal with Bullying**

### **At Portland Primary School we will;**

- Create an awareness of the problem by talking openly about Bullying, what it is, how it affects us and what we can do about it.

- Teach our children the skills which will build their self esteem, empower them to take responsibility for themselves, and, give them the opportunity to practice these skills through;
  - Learning How To Learn Program
  - You Can Do It Program
  - Restorative Practices Conference Process
- Formulate a policy which clearly states the action we will take to deal with Bullying

### **Responsibilities of Staff**

- To model appropriate behaviour at all times.
- To deal with all reported and observed Bullying incidents.
- To ensure that children are supervised at all times.
- To report Bullying incidents in the yard duty book and to the Principal if needed.
- To teach children values that disapprove of Bullying and to support those being bullied.
- To teach children assertive behaviour including positive strategies to deal with Bullying.

### **Responsibilities of Children**

- To tell if they are being bullied or see someone else being bullied.
- To help someone who is being bullied.
- To not bully others.
- To realize that bystanders support the bully just by being there.

### **Responsibilities of Parents**

- To watch for signs that their child may be being bullied.
- To watch for signs that their child may be bullying others.
- To speak to someone at the school if their child is being bullied or the parent suspects this.
- To instruct their child to tell if they are being bullied.
- Parents will be given information to assist them – “Beat Bullying”.

### **Reporting Of Bullying**

Children and their parents can report Bullying incidents to any teacher or the Principal. As Bullying incidents are dealt with they will be recorded and kept in a separate file. This way we can see if the bullying continues or stops after the initial conference.

### **Process for Dealing with Bullying Incidents**

- A restorative conference will be held to;
  - See what has been happening.
  - Allow the victim to express their feelings and the way the bullying has affected them.

- Work out the specific behaviours that have to stop and record them.
- Write up a contract between both parties stating the bullying behaviours and that these behaviours will stop. Both parties will sign the contract.
- Copies will go to; students, parent/s of both parties, principal and class teacher.
- Meet weekly for 4 weeks to see if the contract is being upheld.

### **If The Contract Is Not Upheld**

- Ongoing support will be given to the victim.
- The person bullying will participate in a meeting with the Principal, his or her Parent/s and the class teacher to formulate a behaviour plan. This behaviour plan will specify
  - The behaviours that are expected to end the Bullying
  - The **consequences** that will happen if the Bullying continues in any degree.

**Ratified by School Council 18<sup>th</sup> February 2012**