

Anti-Bullying Policy

A. Statement of Warren Central School's stand against bullying

- Bullying will not be tolerated
- All students have the right to learn and play in a safe environment free from the fear of bullying, harassment and intimidation.
- Students are to take responsibility for own actions.
- School community members have a responsibility to work together.
- All teachers and staff and visitors to our school have the right to teach in a safe environment free from bullying and harassment.
- The aim is to develop a school culture in which cooperation is fostered and harassment and bullying is not tolerated.
- Victims will be provided with appropriate support when bullying occurs.

B. (a) Definition and Recognition of Bullying Behaviour

“Bullying is a pattern of behaviour by one person towards another which is designed to hurt, injure, embarrass, upset or discomfort that person. The behaviour is intentional and uninvited”.

(b) Types of bullying can include:

- **physical aggression**
 - hitting
 - punching
 - pushing
 - kicking
 - spitting, etc
- **verbal**
 - use of put-down comments or insults – “you’re stupid”, “you stink”, “you’re hopeless”
 - insults
 - sarcasm
 - abuse
 - name calling – “scab”, “stinky”, “stupid”, etc
 - verbal threats – “I’m going to get you after school”, etc
- **social**
 - deliberate exclusion from activities – leaving someone out
 - alienating
 - gestures
 - ignoring
 - intimidation
 - the setting up of humiliating experiences

- **psychological**
 - the child is stalked or given dirty looks
 - spreading rumours
 - mail, SMS or email messages
 - inappropriate use of camera phones
 - damage to a persons property
 - breaking rulers, pencils, stealing bags, hats etc

(c) Consequences of bullying may vary with seriousness, motivation, frequency and duration of the bullying and the vulnerability of the victim.

The students may:

- be physically injured
- lose confidence and self-esteem
- experience depression and general unhappiness
- attempt suicide
- be unable to concentrate
- stay at home and avoid going out
- become ill or pretend to be ill
- have a reduced capacity to make friends, they are often despised by others
- tend to favour violence towards others and may enjoy seeing others hurt
- develop non-trusting attitude and fearfulness

C. A Statement of Purpose:

Warren Central School is committed to creating a safe and caring environment in which all students and teachers can achieve success, socially as well as academically. Bullying in our school is not a normal part of growing up. Bullying has been identified as a need to be addressed in our school.

Each group within the school community has a specific role in preventions and dealing with bully behaviours.

How we will prevent bullying

Focus on behaviour change by

- teaching ‘bystander’ students to challenge bullying
- creating a climate which changes from ‘don’t do it’ to ‘its OK to tell’
- involving students in using problem-solving for conflict resolution
- using consequences within behaviour management guidelines
- implementing the follow-up consequences.
- developing awareness that silence and secrecy nurture bullying.

Facilitate change through:

1. Anti-bullying policy
2. Inclusion of regular anti-bullying information for parents in school newsletter
3. Distribution to students and parents of a pamphlet designed to outline anti-bullying policy
4. Staff will be in-serviced in interview techniques and procedures for dealing with bullying
5. Curriculum – Child Protection Scope and Sequence K-6
6. Introduction of programs such as *APEEL*, *Friends*, *Mind Matters*, *Rock and Water* and *Pastoral Care* to address problem solving skills
7. Teaching of PDHPE Units eg Getting Along with Others
8. Central register (RISC) to track repeat offenders and target their behaviours
9. Referral of incidents to Executive through RISC and ‘Red Slips’
10. Reinforce strategies across all Stages from K-12 and across KLA’s.
11. Facilitate processes across school that identify safe areas and students causing concern.

What can students do to help this process?

- Let teachers know if they or someone else is being bullied.
- Talk to their teachers and let them know if they are being bullied.
- Use the following statements with the bullying:
“Stop! I don’t like what you’re doing/saying”
“I will tell the teachers if you don’t stop”.
- Follow all school rules and the Anti-Bullying Plan.
- Be provided with skills to help themselves and deal with bullies.
- Be made to understand the difference between ‘dobbing in’ and reporting something serious.
- Don’t be bystanders to incidents of bullying – assist the person being bullied.

What can teachers do to help the process?

- Inform all stakeholders about the School Discipline Code and the Anti-Bullying Plan.
- Be accessible to ALL students.
- Listen to students and both sides of the problem.
- Always manage the incident first if applicable before passing it on.
- Treat each incident seriously and in context.
- Reinforce that something CAN and WILL be done.
- Let bullies know that their behaviour is not acceptable.
- Thoroughly investigate and complete referral slip or RISC entry for all reported incidents.
- Keep records of all incidents and action taken by you. (RISC)
- Teach and implement strategies found in PDH units of work for dealing with bullies/implement school program bullying
- Teach children how to deal with the bullies – not ‘dobbing’.
- Be provided with skills in conflict resolution and the mediation process.

- Monitor and evaluate the implementation of the Plan on an ongoing basis.
- Model appropriate behaviour.

What can parents/caregivers do to help the process?

- Support your children in all aspects of their learning.
- Listen to what your children are saying.
- Encourage your child to talk through the issue as much/little as they want – trying to get the basic facts.
- Keep an open mind remembering you are being told one side of the story only.
- Help your child think about what has been done so far and what they can do next.
- Contact the school to talk through the issue further with the Principal/Executive.
- Make a note of what the school said and follow it up with another meeting.