



## **Greenock Primary School**

### **Anti-Bullying & Harassment Policy**

#### **Rationale**

At Greenock Primary School we believe that every child has the right to learn in a safe, orderly and productive environment, free from harassment and bullying. We strive to create an environment in which the achievements of all students are recognised, supporting the right of students to learn and the right of teachers to teach. We believe that behaviour is chosen for a purpose and that students must take responsibility for their behavioural choices. We provide students with the opportunity to discuss and practise socially acceptable behavioural choices. When the behaviour of one or more students impacts on the wellbeing or safety of another student, there are clear, logical consequences for unacceptable behaviour choices. At Greenock Primary School we do not tolerate bullying or harassment in any form.

#### **Definitions**

- **Bullying** – is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.
- **Cyber-bullying** – is bullying through information and communication technologies such as the internet and mobile phones
- **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; ability or disability; and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour or a single act

#### **Characteristics of Bullying & Harassment**

Bullying and harassment may include (but is not limited to):

- Physical violence such as hitting, kicking, pinching, biting
- Verbal bullying/harassment such as name calling, teasing, threats
- Visual or written bullying/harassment such as notes, graffiti, text messages, filmed or photographed images, comments on social networking sites
- Psychological bullying/harassment including stand-over tactics and gestures
- Social exclusion such as rumours, put downs, 'de-friending' on social networking sites
- Sexual bullying/harassment including sexual comments, touching or 'sexting'

Bullying and harassment:

- May be done directly (face to face) or indirectly (via the internet or mobile phones)
- Involves the misuse of power and may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
- Has an element of threat
- Can continue over time
- Is often hidden from adults
- Can be sustained if adults or peers do not take action



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## **If a child is being bullied or harassed**

Children who are being bullied or harassed may not talk about it with their friends or staff at the school. They may be afraid that it will make things worse or they may feel it is wrong to 'tell tales'. When people are being bullied or harassed they may feel angry, embarrassed, frightened, humiliated, uncomfortable, scared or unsafe. Parents have an important part to play in helping the school and the student deal with bullying. A change in behaviour in children may be a signal that they are being bullied or that they have some other concern.

Some signs that a child is being bullied or harassed may include:

- Unexplained cuts, bruises or scratches
- Damaged or ripped clothing
- Vague headaches or stomach aches
- Refusal to go to school
- Asking for extra money or food
- Tearfulness, anxiety or difficulty sleeping
- 'Hiding' information on mobile phones, emails or in comments on social networking pages
- Reduced ability to concentrate or learn

## **Reporting & Responsibilities**

Parents and/or students can report bullying and harassment to the class teacher in the first instance.

If the incident is serious, ongoing or unresolved, parents or students should report incidents to a member of the Leadership Team.

Staff are unable to follow up incidents unless we are aware of them; therefore, reporting of incidents to the school is encouraged. Reporting of an incident should occur as soon as possible after the incident. This gives the school the best opportunity to follow up on the incident. Parents and/or students may find it helpful to write down the details of the incident, even if they choose to report face to face or over the phone. This will ensure important details are not forgotten.

All reports of bullying and harassment are investigated by the classroom teacher and/or a member of the leadership team. The school will advise parents of any serious incident involving their child.

## **Responses to Bullying & Harassment**

In determining an appropriate response to incidents of bullying and harassment there are several factors that the school will consider. These include:

- Severity of behaviour
- Frequency of the behaviour or similar previous behaviour – students are aware that repeated low level behaviour leads to the possibility of suspension
- Chronological and developmental age of the student – this impacts on the student's understanding of their behaviour and the consequences of that behaviour
- Disability, trauma and mental health of the student (consequences for some students may be detailed in a personal behaviour management plan)
- Repeated behaviour patterns – schools analyse behaviour to identify potential triggers
- Consistency of approach – consequences for inappropriate behaviour are in line with the School Discipline Policy

## **Levels of Response**

CLASS	SCHOOL	SYSTEM
Logical Consequence	Office Discussion	Suspension
Buddy Class	Internal Suspension	Exclusion
Office Discussion		

## Levels of Response related to types of behaviour

	CLASS	SCHOOL	SYSTEM
Off task behaviour	✓	✓	
Work avoidance	✓	✓	
Distracting others - noises	✓	✓	
Distracting others – touching	✓	✓	
Not following school behaviour code – out of bounds/leaving school grounds	✓	✓	✓
Not following school behaviour code – not completing consequence	✓	✓	✓
Not following school behaviour code – noncompliance with reasonable instructions	✓	✓	✓
Misuse of property	✓	✓	✓
Verbal abuse – staff, students or other		✓	✓
Theft		✓	✓
Bullying		✓	✓
Harassment		✓	✓
Physical assault		✓	✓
Property destruction		✓	✓
Cyber crime		✓	✓
Threats – verbal, written or gestures		✓	✓
Threats of violence using a weapon		✓	✓
Threatening gestures using a weapon		✓	✓
Sexual behaviour		✓	✓

## Prevention, Intervention and Coping Strategies

Greenock Primary School uses a variety of programs and strategies to develop and enhance the student's social skills and wellbeing. All students are involved in learning based on the Child Protection Curriculum. Biannually all classes are explicitly taught skills using the "What's the Buzz" program.

Students at Greenock Primary School are aware of the Behaviour Code and what to expect if they are involved in bullying and harassment.

A whole school Annual Bullying Audit occurs and information received from the audit guides the school in reviewing intervention strategies.

Students who bully and/or harass others are expected to take responsibility for their behaviour and consequences for this behaviour are outlined in the school behaviour management policy or their individually negotiated behaviour management plans.

Students who are bullied or harassed are supported by school staff to develop positive relationships with other students.

## Training and Development

Staff are involved in Responding to Abuse and Neglect training and updates. They are involved in SMART training as required and all teachers are trained in the delivery of the Child Protection Curriculum.

## Documented Processes

This policy was developed with reference to the following documents:

- National Safe Schools Framework Resource Manual
- Anti-Bullying Policy – School Audit Checklist and Support Information
- Bullying and Harassment at School – Advice for Parents and Caregivers
- Cyber Bullying, e-crime and the Protection of Children and Young People – Advice for families
- Response Level and Types of Behaviour
- Greenock Primary School Behaviour Management Policy

## Further information

The Department for Education and Child Development's website provides a comprehensive list of information and links regarding bullying and harassment.

Website resources that families may find useful are:-

Kids helpline [www.kidshelpline.com.au](http://www.kidshelpline.com.au)

Bullying No Way! [www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

## Monitoring & Review

This draft policy has been developed in accordance with the DECD Policies (outlined above); we are consulting with Greenock Primary School Staff, School community and Governing Council. This policy has been approved by the Governing Council, and will be reviewed every year. School Behaviour Data is presented to Governing Council each term and published annually as a part of the Annual Report.

**Principal:** Vivienne Wright

**Signature:** 

**Chairperson Governing Council:** Jason Bentley

**Signature:** 

**Date:** 8/11/ 2016

**Review Date:** July 2017