

Anti-Bullying Policy

Byron Community Primary School is committed to providing a safe and caring environment that fosters respect for others and does not tolerate bullying. Our Behaviour Management and Anti-Bullying Policies are based on a balance of rights and responsibilities and are to be read in conjunction with each other.

DEFINITION OF BULLYING

- Bullying is an ongoing act of aggression causing embarrassment, pain or discomfort to another.
- Elements of bullying include - wanting to hurt someone, acting on this desire, the action is hurtful, an imbalance of power, no reason for the action, is persistent and the bully gets pleasure from hurting the victim.
- Individuals or groups may be involved.

Bullying behaviour is not:

- children not getting along well
- a situation of mutual conflict
- single episodes of nastiness or random acts of aggression or intimidation

Bullying can take many forms. We consider the following behaviours to be bullying:

Physical

- hitting, kicking, punching
- pushing, shoving, spitting
- making rude gestures
- taking or damaging something which belongs to someone else
- forcing others to hand over food, money or something which belongs to them
- making someone do something they don't want to

Verbal

- name calling
- teasing

- threatening
- making fun of someone because of their appearance, physical characteristics or cultural background
- making fun of someone's actions
- making fun of people's sporting/music/academic capabilities

Indirect

- excluding others from the game or group
- spreading stories about others
- spreading untrue stories about others

Cyber

Cyber-bullying involves the use of any information communication technology by an individual or group to carry out deliberate, isolated or repeatedly hostile behaviour that is intended to harm others, or is undertaken recklessly without concern for its impact on others.

IF BULLYING OCCURS:

- we may feel frightened, unsafe, embarrassed, angry or unfairly treated our work, sleep and ability to concentrate may suffer
- our relationships with our families and friends may be affected and we may feel confused and not know what to do about the problem.

Safe Environment and Duty of Care:

A safe environment for students is one where the risk of harm is minimised and students feel secure. Harm relates not only to the dangers in the built environment but also to violence, physical threats, verbal abuse, threatening gestures, sexual harassment and racial vilification. (Board of Studies, NSW)

Schools and their teaching staff have a duty to take reasonable care for the safety and wellbeing of students while students are at school or are involved in a school activity. They need to be able to foresee possible harms that might arise and take reasonable preventative measures.

BCPS will contact School Liaison Police Officer through Tweed Heads Police or by email: harr1mar@police.nsw.gov.au if we need further support with ensuring a safe environment.

STRATEGIES TO DEAL WITH BULLYING

At Byron Community Primary School we will:

- Openly talk 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 and empower them to take the responsibility for themselves - and give them the opportunity to practise these skills.
- Read through behaviour records both classroom and yard and report to principal if any patterns of behaviour are noticed
- Run guided negotiation 'social circles' for students to be able to talk through incidents
- Implement the policy which clearly states what actions we will take to deal with bullying behaviour.

Responsibilities of staff:

- be role models in word and action at all times
- ensure that our classroom management practices support respect for others
- Totally understand and implement the school's Behaviour Management and Anti-Bullying Policies in classroom and yard
- Keep records of behavioural issues in the class and yard and report to Principal if pattern of behaviour is noted
- be observant to signs of distress or suspected incidents of bullying
- deal with all reported and observed incidences of bullying as set out in this policy
- ensure that children are supervised at all times;
- during yard duty make efforts to remove occasions for bullying by actively patrolling
- arrive at class on time and move appropriately between lessons including specialist lessons
- to refer a student to the school counsellor if they notice a pattern of behaviour

Responsibilities of students:

- to speak to the adult on duty or a trusted adult if they are being bullied or if they see someone else being bullied - both at school and on the way to or from school
- to help someone who is being bullied
- to not bully others
- Accept the consequences of their behavioural choices
- Express their opinions appropriately

Responsibilities of parents

- to watch for signs that their child may be being bullied eg. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising
- to speak to someone on staff (classroom teacher first) at Byron Community Primary School if their child is being bullied, or they suspect that this is happening
- to encourage their child to talk to a trusted adult if they are bullied
- Be informed about behavioural issues concerning their child. E.g. attend interview and parent meetings, read the newsletter.

- Support the schools Behaviour Management Policy by: - e.g. discussing Rights and Responsibilities with their children; supporting class/school agreements and logical consequences.
- Contact school counsellor if they have concern about the welfare of their child in school

REPORTING BULLYING

- Incidences of bullying can be reported to any teacher, or the Principal by children and their parents. Any bullying incidences will be dealt with by guided negotiation, 'social circle' which will include all students involved, including bystanders with all parents receiving minutes of the meeting including the solutions to be worked on
- Principal puts appropriate steps from Behaviour Management Policy in place
- Social Circle letter and notes will be kept on file
- All staff members on duty will be made aware of the issues and asked to continue to monitor in the playground
- All students will be required to return to meet with the principal to evaluate how their solutions are working

If further incidence of the bullying cycle occurs:

- Principal, in collaboration with Teacher, to interview student and their parents and create a behaviour contract
- Counselling is recommended for student who bullied
- Further action (suspension, expulsion) is at the prerogative of the Principal

Evaluation:

This policy will be reviewed annually.

This policy was ratified by School Council

March 2015