

Burrendah Primary School is united in the belief that all members of our school have the right to a supportive school community in which courtesy, kindness and respect for others is the basic expectation to which we are all entitled. Burrendah Primary School will not tolerate any form of bullying of students. Consequences will be put in place for all students demonstrating bullying behaviour.

Young people who are bullied are at increased risk of injury and poor physical health, as well as mental health problems including: anxiety and depression, eating disorders, deliberate self-harm, low self-esteem and suicidal thoughts or behaviour. They often suffer social rejection and exclusion, have difficulty making friends and maintaining good relationships with peers and are often lonely. They dislike or avoid school, have difficulty concentrating and completing tasks and their academic achievement is often lower than that of other students.

Research has shown, students who bully others have decreased health and wellbeing. They are at increased risk of anxiety, depression and suicide, physical injury, substance abuse and binge drinking. They are at risk of delinquent behaviours including arson, running away, carrying weapons and committing violent acts. They tend to dislike school and have decreased academic achievement. They tend to have poorer job prospects in adulthood.

*Bullying is not teasing, conflicts or fights between peers and is not a one off incident.*

## **BULLYING IS A LEARNED BEHAVIOUR.**

### Bullying:

- Is a wilful, conscious behaviour intended to hurt another person.
- Is repetitive over a period of time.
- May be verbal, physical, social or psychological.
- May be an 'attitude' rather than an 'action'.
- Conducted by a more powerful individual or group against a less powerful individual or group.

### Examples:

- Derogatory name calling.
- Unwanted touching, hitting or kicking.
- Attempting to intimidate, threaten or belittle.
- Deliberately ignoring or excluding.
- Ongoing teasing.
- Interfering with the property of others.
- Sending hurtful notes.
- Cyber Bullying in order to intentionally harm a person.
- Made to feel afraid of getting hurt.
- Stared at with mean looks or gestures.
- Spreading nasty stories or rumours.
- Forced to do things you do not want to do.

One of the most effective means to reduce bullying among young people is to enhance their social and emotional understandings and competencies in developmentally appropriate ways throughout their schooling, using a whole-school approach.

## Strategies to be used by staff:

- Friendly Schools Plus strength based initiative for preventing and dealing with bullying, with emphasis on resilience and management strategies which include: self-awareness, self-management, social awareness, relationship skills and social decision-making.
- Classroom teachers to implement on going/point of need lessons in class dealing with issues related to bullying.
- Bullying policy to be read and discussed with students.
- Procedures in the handling of bullying to be made known to all staff and students. This is to include clear boundaries, rights and responsibilities and appropriate consequences for unacceptable behaviour. Refer to our school's values and rules.
- School rules, 9 core values, classroom rules to be displayed and discussed on a regular basis.
- It is important that staff use consistent language when dealing with situations:
  1. What do you need from me?
  2. Have you tried to solve the problem?
  3. What happened?
  4. What can you do about it?
  5. You need my help. (staff intervention if needed)

## Action plan to be followed by staff:

1. Listen, respond and follow up.
2. Speak to children separately - what did you do, what did they do?
3. Speak to children together.
4. If problem can be resolved, no further action needed.
5. Keep monitoring situation for further incidents.
6. If no resolution can be achieved or the matter is of a serious or ongoing nature, report incident to Administration.
7. Report incident to parents, if deemed necessary.
8. Consequences to be implemented by Administration, in consultation with class teacher.
9. Incident to be recorded on SIS by Administration.

## Consequences for bullying:

- Red card for ongoing bullying.
- Recorded on SIS.
- Parents notified.
- If continued, case conference to be carried out with parents and necessary staff members.
- If continued and unresolved, child may be suspended from school.

## Social and Emotional Development:

Staff to work on resilience strategies with students:

- Feelings and emotions.
- Focus on positives.
- Explicit teaching of positive communication skills to all children, but in particular the child/children doing the bullying or involved in the incident.
- Support the child being bullied.

## Strategies for children to follow:

- Use the language of: "STOP, I don't like what you are saying/doing."
- Repeat if necessary.
- Seek adult help if ongoing.

Strategies for bystanders to follow:

- Encourage bystanders to tell bullies to “go away”.
- Report bullying behaviour to duty teacher or class teacher.

Strategies for parents to follow:

- Friendly Schools Plus – Friendly Families booklet available from school library.
- Ask your child:
  1. What is going on?
  2. How do you feel?
  3. What have you done about the problem?
  4. What can you do?
  5. Who is the best person to speak to at school?
- Make an appointment to meet with your child’s class teacher if necessary.
- Develop a plan with the school and your child.
- Follow up with the school and your child to find out if anything else is needed to help him or her.
- Further “out of school” counselling may be necessary.

EVERYONE AT BURRENDAH PRIMARY SCHOOL HAS THE RIGHT TO FEEL SAFE, SUPPORTED AND VALUED.

