

Date: July 2018

Bullying, harassment and violence are hurtful and destructive. Physical bullying may or may not be seen. Cyber bullying happens behind the screens. Bullying, harassment and violence continue to be issues of concern for students and their parents/ guardians.

Bullying, including cyber bullying and harassment and violence is not acceptable in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

What is bullying?

Bullying is repeated verbal, physical, social and/or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber bullying refers to bullying through information and communication technologies.

Bullying is...

- a hurtful action
- the unjust use of power
- repetitious
- a sense of powerlessness on the part of the victim
- a signal for help on the part of the perpetrator

What is conflict?

Conflict or fights between equals and single incidents are not defined as bullying.

Conflict is a mutual disagreement, argument or dispute between people where no-one has a significant power advantage and both feel equally aggrieved.

Conflict is different to bullying because there is always an imbalance of power in bullying. However, poorly-resolved conflict situations, especially those involving friendship break-ups or romantic break-ups sometimes lead to either aggression or bullying.

Examples of bullying are when these happen often:

- Having your lunch money taken away
- Being left out of games and conversations
- Being repeatedly hit or kicked
- Being called names and verbally abused
- Being harassed by SMS on mobile phones or through unwanted or offensive emails, photographs or online posts on the internet

Bullying is not acceptable, it can be stopped. What can you do if you are being bullied?

- Stay **cool and calm**
- Act **confidently**
- **Walk away** and go to a **safe area**
- **Don't** respond with violence
- **Tell an adult, friend or someone who will do something to help** – and keep telling until someone does something

What we do about incidents of bullying at Seacliff Primary School

****All reports and actions taken are documented****

1. Students will be supported in resolving conflict
2. Leadership staff will be notified of all reports of bullying
3. Teachers and/or leadership will **listen** and **talk** to the person who has been bullied and the person who has bullied others.
4. Teachers or leadership will contact the parents/caregivers of all students directly involved or implicated.
5. Teachers and/or leadership will put **consequences for bullying** in place for the person who has been bullying. These may include a range of strategies (as per our School Discipline Policy). Examples include: attending the learning room in the office and/or losing yard play time, loss of privileges including participation in excursions or special events, community service, suspension (internal and external) or exclusion.
6. Teachers and leadership will monitor student behaviour post-incident to ensure that the well-being of all students has been restored and maintained

School staff will facilitate a **restorative practice meeting** to increase understanding and improve or restore relationships. Restorative action provides **everyone with a chance to talk** about what happened, and the impact on them. Both the bullied person and the person doing the bullying will be asked what needs to be done to **repair the harm** and make things **safe and fair** for everyone. This process may involve support from a **community police officer** if the incident involves threatened or actual assault.

What we do to reduce bullying

At Seacliff Primary we use prevention, intervention and post-intervention strategies.

Prevention strategies include;

- Familiarise students with anti bullying strategies, concepts and grievance procedures
- Developing an inclusive ethos throughout the school so that students feel they belong
- Ensuring adequate supervision of students
- Teaching curriculum programs that teach students about our values, respectful relationships and safety (including delivery of the **Child Protection Curriculum**)
- Teaching students to be helpful bystanders and support their peers in positive ways
- Developing pro-social behaviours and resilience through the implementation of social skills development embedded into curriculum learning
- Educating students about **cyber safety** and responsible use of electronic devices

- Working with parents, families, police and community agencies to ensure a safe and secure school environment for all

Intervention strategies include:

- Mediation and Conflict Resolution
- Restorative Conferencing
- Counselling students
- Talking with parents/caregivers
- Putting consequences in place
- Ensuring staff know how to intervene
- Supporting teachers to facilitate group problem solving procedures with their classes
- Providing explicit social skills instruction to identified individuals, groups and classes

Post-Intervention strategies include;

- Monitoring the situation to ensure safety and well-being
- Collecting data and reviewing policy
- Consulting our Student Representative Council and Student Leaders re the on-going improvement of student programs

Bullying - what can students do?

What to do if you are bullied or you know someone who is being bullied:

Report the bullying as soon as it happens. Do not ignore it. If you ignore bullying it may get worse.

If you are bullied

1. Tell the person who is bullying to stop. State clearly that the behaviour is unwelcome and hurtful.
2. Seek help. Talk about it with someone you trust. This may include a friend or a student mediator. There is nothing so awful that we can't talk about it with someone.
3. Report it to a teacher or the principal/deputy principal. Stay positive and expect the problem to be solved.
4. If you experience bullying on the way home from school, tell your parents.

If you know someone is being bullied

A bystander who observes or hears a bullying incident is considered part of the problem if they don't act.

1. Care enough to do something about it whether it affects you personally or not.
2. Support the person being bullied.
3. Don't stand by and watch – Get help from an adult
4. Show that you and your friends disapprove of bullying.
5. If you know of bullying tell a teacher, the principal/deputy principal.

What will happen if you are bullying students?

1. You will be counselled by your classroom teacher. You will be given the opportunity to resolve the situation which may include discussing the issue with the person you bullied. The situation will be recorded by your teacher.

2. If you persist in bullying you will be referred to the principal or deputy principal for counselling and to develop a solution to the problem. Your parents will be contacted and the situation will be recorded.

3. If you are found to be bullying again a consequence will be applied. This may include:

- parent interview
- counselling program
- loss of privileges
- restricted play
- in-school suspension during recess and lunch time
- full day internal or external suspension
- referral to a Support Services Behaviour Coach and possible exclusion
- cyberbullying is an offense that may require police intervention

Consequences may be applied at any stage. A severity clause will be used to skip steps for serious incidents.

Bullying - what can parents do?

- **Listen** to your child and take seriously his/her feelings and fears. Children need to **articulate their feelings** to be empowered to deal with bullying and build a sense of power.
- Help him/her to work out **if and why** he/she is being bullied. Develop anti bullying strategies that are congruent for them to use. This encourages a feeling of **empowerment**.
- Find out about 'assertiveness training' which may be useful. When children can solve the problem themselves, they are more likely to **develop resiliency**.
- Try not to take everything into your own hands, unless it is an emergency, because this is likely to make your child feel less in control. In extreme cases action must be taken without your child's approval.
- **Help your child to work out what ideas he/she has about coping. Write** them down. Include a few of your own to get started. Talk about **which ones might help** or not help and why. Choose an idea that he/she would like to try and then **practice** this in a role play.
- **Resist thinking of your child as weak. They may need to learn assertion and this is best done through encouragement and providing a safe process for this to develop.**
- If the bullying is verbal teasing you may be able to help your child to learn **to ignore it**, so the child who is doing it does not get any satisfaction out of it. At home, you could **practise** ways to help your child gain **confidence**, such as walking past with his/her head up and/or laughing off meaningless insults. A bully's aim is to get a reaction from their victim in order to divert attention from themselves, so talk to your child about not giving the bully what they ultimately want.
- **Help your child think** of ways to avoid the situation, such as walking away, staying with a familiar group, or keeping within close proximity to an adult.
- Some children are helped by **imagining a special force field** around them to protect them from the hard words that will bounce off.
- Work on improving your child's confidence by **concentrating on the things she/he can do well**.

- If your child believes/perceives they are being bullied, he/she may need **professional help**. You could start with a conversation with your child's class teacher, or Christian Pastoral Care Support Worker, Deputy Principal or Principal.
- **Be very careful that your child does not feel that being bullied is his/her fault.** It is the bully who needs to change and stop his/her behaviour, not the child who is being bullied. **Bullies are often people who themselves need social/emotional support... Do not bully the bully.**

Talking to school staff

When bullying happens at school you will need to talk to us about it. Seacliff has an Anti Bullying Policy brochure on our school website at www.seacliff.sa.edu.au (hard copies are also available from the front office) and this outlines how best to address a bullying or harassment situation.

Where possible, your child's teacher should be the first port of call. Make a list of the things that have happened to your child. Be prepared to name the children who bully. Talk to the teacher about what can be done to help your child.

If bullying persists, write down WHO, WHAT, WHERE and WHEN. Talk to a member of the leadership team about the school's procedures for dealing with bullying and work with staff to address any bullying issues and improve/restore your child's sense of well-being.

Keep in contact with school staff until the problem is sorted out. If you find it difficult to talk about this with the school staff, you are always welcome to take another adult with you.

If you believe your child may be traumatised as a result of a bullying or harassment issue, you should consult a health care professional. CAMHS (Child and Adolescent Mental Health Service) can be contacted on 8326 1234 and offer a range of support services for children and their families, especially in instances where:

- there are on-going problems or repeat incidents
- a child is having difficulty interacting socially with a number of different children and peer groups

If you would like further information about bullying or our school policies and procedures, please contact us on 8296 1950.

Research shows that there is a far greater likelihood for bullying to stop when there is clear and consistent communication between all the parties concerned. School staff appreciate parents/carers alerting them to bullying issues. Working together as a whole school community and encouraging open communication is a powerful force in reducing the chances of bullying happening. Encourage your child to speak with his/her child's class teacher and/or leadership staff, as issues arise as this really helps.

Leadership staff can be emailed at dl.0913.leaders@schools.sa.edu.au to report any incidents of bullying or harassment.

Further information can be found online at:

www.seacliff.sa.edu.au

www.bullyingnoway.com.au

www.cybersmart.gov.au

www.decd.sa.gov.au

DECD - Bullying, Harassment and Violence

www.youthbeyondblue.com

Or by contacting:

Department for Education Parent Helpline:

1800 222 696

Kids Helpline:

1800 551 800

Youth Helpline:

1300 131 719

Download our Policy handout for printing or

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Grievance Policy in PDF format

Policy Review Date: Term 3, 2019