

Anti Bullying Plan

PURPOSE

At Dianella Primary College, we believe that all members of the community have the right to a learning and work environment free from intimidation, humiliation and hurt. We all share a responsibility to foster, promote and restore positive relationships. We believe that bullying is unacceptable and we [students, staff and parents] all share a responsibility for preventing it.

This policy builds on the school's Behaviour Management Policy to provide clear procedures and strategies to prevent, reduce and respond to bullying.

POLICY FRAMEWORK

Schools are called to establish relationships which are grounded in compassion, reconciliation and justice. In witnessing these values we reject ideas, beliefs and behaviours which marginalise or victimise people.

POLICY CONTENT

Whilst there is no universally accepted definition of bullying, there is general consensus that Bullying behaviour:

Definition

- is deliberate and usually repeated
- intends to cause fear, distress, hurt or harm to another
- is action by a more powerful individual or group over a less powerful individual or group

Bullying takes many forms, all of which will cause distress. Examples of bullying include:

- **Physical** - hitting, pushing, tripping, kicking, spitting on others
- **Verbal** - teasing, using offensive names, ridiculing, spreading rumours, aggression, threats
- **Non-Verbal** - writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures
- **Exclusion** - deliberately excluding others from group, refusing to sit next to someone
- **Extortion** - threatening to take someone's possessions, food or money
- **Property** - stealing, hiding, damaging or destroying property
- **Cyber** - any form of bullying which is carried out through electronic means such as mobile phones, email, chat room, social networking, 'sms', web page
- Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with Dianella Primary College Behaviour Management Policy.

- However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

How do we prevent bullying at Dianella Primary College?

We believe, based on research, that prevention strategies through education involve the whole school community [students, staff and parents] are more likely to reduce bullying. Therefore, at Dianella Primary College we recognise that we all share the responsibility to prevent bullying.

At Dianella Primary College we adopt the following strategies to prevent bullying:

Explicit teaching of positive behaviours embedded within the curriculum addressing positive relationships, conflict resolution, resilience and bystander action.

Regularly recognising and acknowledging students who demonstrate appropriate behaviours that promote and display our school values of Harmony, Perseverance, Responsibility and Innovation.

Vigilant classroom, playground and transition supervision is expected from all staff. Staff are encouraged to be mobile in seeking out problems before they escalate.

We have implemented within our Student Behaviour Policy a recording process on the Student Information System (Integris) that will highlight any ongoing behaviour that may be presented in the playground and classroom. The administration team will monitor this and in line with our Behaviour Policy deal with incidents as is required.

We provide safe and structured playground spaces and activities at break times.

At **Dianella Primary College students** are encouraged to:

- *take some positive action to stop the bullying if they observe an incident*
- *report the bullying incident to a teacher as soon as possible*
- *make it clear to their peers that bullying is not accepted*

At **Dianella Primary College staff** are expected to:

- *take positive action to stop the bullying when they observe an incident, ensuring the safety of both parties involved.*
- *pass on information about any reported or observed bullying behaviours to the Principal / Deputy Principal / classroom teacher for further investigation and action*
- *all staff use a Restorative Practice approach to dealing with conflict between children. This approach brings about a sense of remorse and restorative action on the part of the offender and forgiveness by the targeted child. It gives each person involved in the conflict a chance to talk about how the bullying actions affected them so that the offender reflects upon the harm they have caused to the other child. This approach has been seen to lead to healthier interpersonal relations among members of the school community and more effective learning. The final stage of this process focusses on personal responsibility, forgiveness and a commitment to positive future behaviour for both the target and the bully, who proposed the solutions and discussed what can be done to prevent a recurrence.*
- *the students involved are monitored by school staff and further intervention occurs if necessary.*

At **Dianella Primary College parents** are encouraged to:

- *listen to their child and encourage their child to speak to their teacher*
- *contact the school if they have a concern (eg Principal, Deputy Principal or classroom teacher)*
- *support their child in speaking up or modifying their behaviour*

How do we respond to bullying at Dianella Primary College?

Bullying is viewed as a serious breach of Dianella Primary College Behavioural expectations and therefore follow up action will align with our school Behaviour Management processes.

This policy is to be used in conjunction with the current “Behaviour Management Policy and Procedures”.

Strategies:

Current practices for the prevention of bullying include:

- Explicit teaching of positive behaviours embedded within the curriculum addressing positive relationships, conflict resolution, resilience and bystander action.
- Extra staff members on duty.
- Addition of educational assistants to monitor identified students at risk in the last 10 min of each lunchtime in all duty areas.
- Use of high visibility identification vests while on duty by all staff.
- Administration duty to supervise children before school from 8.10am to 8.25am.
- Publication of Behaviour Management Policy and Procedures and Anti Bullying Plan on school website.
- Opportunity for Wish Kids to meet with coordinator at the end of each lunchtime to review behaviour during break.
- Distribution of District office posters on bullying around the school.
- Ongoing promotion and recognition of school values being displayed by students.
- Provide appropriate learning strategies for staff.

Managing Incidents:

Current practices for managing bullying include:

- Counselling by administration after each bullying infringement.
- Introduction of documented plan at appropriate time in line with class and/or playground behaviour flow charts. Include positive behavioural goals for student.
- Review documented plan as required.
- Inform parents and where appropriate have students inform parents of their involvement
- Follow Behaviour Management policy.
- In extreme cases of bullying school psychologist to be involved in counselling via case conferences.
- Recording of bullying incident on Integris. Analysis of data to be used for planning for improvement and future school direction.

Review on a yearly basis as required.