

## ANTI BULLYING POLICY

### Definitions

- **Bullying** is repeated verbal, physical, psychological or social 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 includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid.
- **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.
- **Cyber bullying** uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies such as email, chat rooms, and discussion groups, instant messaging, web pages or SMS – with the intent of harming another person.
- **Violence** is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm or physical injury. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

### What can you do about Bullying?

If you are bullied or you know someone is being bullied, please report it.

### Reporting Bullying

- Report the bullying as soon as you become aware of it to a staff member, classroom

teacher, a member of the leadership team or a trusted friend.

- Do not ignore it. When bullying is ignored it may get worse.
- Tell the trusted person what has happened, where the bullying happened, how often it has happened and what you have done to try to stop it happening.
- The school will keep classroom, yard and office records to address issues.

### Responsibilities of the Leadership Team, Staff, Students and Parents

#### **Strategies the Leadership Team will utilise to minimise the likelihood of bullying and violence occurring in school:**

- Develop, implement and review annually the school's anti bullying policy involving staff, parents and students.
- Survey students, parents and teachers, in line with the review schedule for the school's policy.
- Provide updates to the Governing Council in relation to school bullying data and trends and any anti bullying programs/initiatives in place or being considered.
- Manage the incidents of bullying consistent with the DECD School Discipline Policy.
- Ensure ongoing professional development of teachers, induction of students and the provision of information to parents.
- Manage a whole school change approach to ensure the Keeping Safe Child Protection Curriculum is implemented in all year levels.
- Ensure that all parents have access to the school's Anti Bullying Policy, the DECD 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 and related documents via the school's website.

#### **Strategies staff will utilise to develop and maintain positive relationships with students and families:**

- Communicate and interact effectively with students and engage in collaborative problem solving to address issues of bullying.
- Critically reflect on practices and develop the knowledge and skills needed to manage incidents of bullying successfully.
- Establish, maintain, make explicit and model the school's expectations and values related to bullying.
- Adopt positive classroom management strategies and incorporate anti-bullying messages into curriculum delivery.
- Participate in professional development related to decreasing bullying and implement the Child Protection Curriculum to teach students about respectful relationships.
- Teach students appropriate grievance procedures, countering harassment strategies, conflict resolution and problem solving skills.
- Teach students how to respond appropriately if they witness bullying and to support students to be effective bystanders.

#### **Strategies students will utilise to support the school in maintaining a safe and supportive environment:**

- Respect self and other students, staff and members of the school community.
- Be an effective bystander and report the event and where possible provide support.
- Follow the school's behaviour expectations.
- Tell the person doing the bullying to stop. Use 'I' statements to solve problems. State clearly that the behaviour is unwelcome and offensive

- Seek help and communicate with a trusted person if bullied or harassed or if they are aware that someone else is being bullied or harassed.

**Strategies Parents/Caregivers will use to support the school in maintaining a safe and supportive environment:**

- Be aware of signs of distress in their child and keep the school informed of concerns about behaviour, their child's health issues and other relevant matters.
- Communicate in a respectful manner with the school staff about issues or concerns and assist their child to discuss the problem with a teacher.
- Discourage any planned physical or verbal retaliation if their child is bullied by discussing positive strategies.
- Be positive about their child's qualities and encourage their child to be tolerant, caring and compassionate.

**Responding to incidents of Bullying**

- EAS Values and Vision Statement will be used to teach students, staff and parents about respectful relationships, taking responsibility for personal actions, the importance of friendly, caring interactions with others and developing a sense of worth and valuing others.
- There are varying degrees of incidents that may constitute bullying and the school will respond accordingly.
- Interventions seek to restore positive relationships and enable students to learn appropriate social behaviours. Responses will be age appropriate and may involve communication with parents of both parties.
- Low level 1 incidents require an understanding of the incident and an approach to assist the learning of those

involved. Consequences will match the school behaviour procedures.

- Medium level 2 incidents usually address repeated behaviours and more significant consequences may be applied in line with school behaviour procedures.
- High level 3 incidents usually address severe and entrenched behaviours with significant consequences consistent with DECD 'School Discipline Code' that may include suspension or exclusion. Referral to Interagency Behaviour Services will be made for Level 3 incidents.

**For further information regarding this policy contact any member of the leadership team at East Adelaide School on 83621622.**

**Resources:**

A variety of resources are available to support understanding.

These include:

The Safe School's Framework

[www.mceetya.edu/ai/verve/resources/natsafeschools](http://www.mceetya.edu/ai/verve/resources/natsafeschools)

SA Department for Education and Child Development

[www.decd.sa.gov.au/speced2/pages/bullying/bullyharrasment](http://www.decd.sa.gov.au/speced2/pages/bullying/bullyharrasment)

Cybersafety information and links

[www.decs.sa.gov.au/speced2/pages/cybersafety/36219/](http://www.decs.sa.gov.au/speced2/pages/cybersafety/36219/)

Australia's Safe and Supportive Schools Website

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

Dr Ken Rigby – 'Six Methods of Intervention'

[www.kenrigby.net/new-resource-on-intervention](http://www.kenrigby.net/new-resource-on-intervention)

This policy will be reviewed on an annual basis.

To be reviewed June 2015



# Anti Bullying Policy 2015

**East Adelaide School aims to be a healthy and collaborative community of learners in which all members are encouraged and supported to enact the values of respect, responsibility, relationships and resilience. We are committed to being a safe and supportive school, where the risk from all types of harm is minimised, diversity is valued and all members of the school community feel respected and included.**

**At East Adelaide School we regard bullying, including cyber bullying, harassment and violence as a serious matter. The following information explains what bullying is, how you can report it and what we will do to promote the learning of life skills and the responsibility for one's own learning and behaviour.**