East Adelaide School
Anti-Bullying Procedures
Respect   Responsibility   Relationships   Resilience

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 harassment, cyber bullying and violence as a serious matter. The following information explains what bullying is, how you can support your child to report it, what we will do to promote the learning of life skills and the responsibility for one's own learning and behaviour.

This policy refers to repeated actions and behaviours that are carried out with a deliberate intent to cause harm. *Isolated incidents will be responded to appropriately and may constitute 'concerning behaviour' as outlined in the EAS BEHAVIOUR EDUCATION POLICY.*

*It is important that incidents are kept confidential and positive relationships are restored.

Responding to incidents of Bullying

- At EAS we aim for students, staff and parents/caregivers to respect one another, take responsibility for personal actions, recognise the importance of friendly, caring relationships and develop resilience by showing self-control 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/caregivers of both parties.

Definitions

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm.

Harassment is behaviour that offends, humiliates, intimidates or creates a hostile environment by targeting an individual or group.

Cyber Bullying is bullying through the use of digital technologies. It is a means of victimising others with the intention to harm individuals or groups.

Violence is the intentional use of physical force or power, threatened or actual, against another person that results in psychological harm or physical injury.

Students are encouraged to:

- Show the EAS School Values to peers, staff and members of the school community.
- Be an effective bystander by reporting incidents of bullying.
- Tell the person doing the bullying to stop; utilising "I" statements to solve problems and clearly stating that the behaviour is unwelcome and offensive.

Parents support students by:

- Reinforcing the message that they should not ignore bullying as this will not help to resolve it.
- Restating the importance for children to report bullying they witness **immediately** to a trusted adult (any teacher, SSO, member of leadership or parent/caregiver).
- Discussing the importance of remembering information including what happened, where it happened, how often it has happened and what steps they have taken towards stopping it from recurring.
- Arranging an appropriate time and then assisting them to speak to a trusted adult about the bullying.
- Encouraging them to seek support from a peer to help them to speak to a trusted adult.
- Being aware of signs of distress in their child and communicating any concerns with the classroom teacher.
- Communicating in a respectful manner with the EAS staff about issues or concerns.
- Discussing positive strategies and encouraging resolutions, whilst discouraging any planned physical or verbal retaliation.
- Being positive about their child's qualities, acknowledging their areas of growth, and encouraging them to be tolerant, caring and compassionate.

The teachers' role:

- Communicating openly with students and regularly engaging in Restorative Practice and/or Circle Time to ensure collaborative problem solving that addresses incidents of bullying.
- Developing the knowledge and skills needed to manage incidents of bullying successfully and ongoing critical reflection on their practices.
- Making explicit, and modelling, the school's expectations and values related to bullying.
- Defining 'bullying' and 'harassment' at the beginning of the year and revisiting these regularly.
- Adopting positive classroom management strategies that incorporate anti-bullying messages.
- Participating in professional development related to decreasing bullying and promoting respectful relationships.
- Teaching students how to respond appropriately if they witness bullying and to support students to be effective bystanders.

Responsibilities of the Leadership Team:

- Reviewing the EAS ANTI BULLYING POLICY in consultation with staff, parents/caregivers and students biannually.
- Administering regular bullying surveys and cafés to promote open communication about bullying.
- Providing updates to the Governing Council in relation to survey data and programs or initiatives in place or being considered.
- Managing incidents of bullying consistent with the EAS BEHAVIOUR EDUCATION POLICY.
- Ensuring ongoing professional development of teachers, induction of students and the provision of information to parents/caregivers.
- Managing a whole school approach to teaching the Keeping Safe Child Protection Curriculum from Reception to Year 7.
- Ensuring that the EAS website provides current policies and procedures as well as links to relevant DECD documentation so that all parents/caregivers have access to these.

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

Resources

A variety of support resources are available:

Safe Schools Hub

http://safeschoolshub.edu.au/home

Safer DECD Schools

http://www.saasso.asn.au/wp-content/uploads/2012/11/Safer-DECD-schools.pdf

Bullying No Way

https://bullyingnoway.gov.au/

DECD Support and Advice

https://www.decd.sa.gov.au/supporting-students/health-e-safety-and-wellbeing

SA Government Support and Advice

http://www.sa.gov.au/topics/education-skills-and-learning/health-wellbeing-and-special-needs/identifying-bullying-harassment-and-violence

> **Restorative Practice Questions**
> 1. What happened?
> 2. What were you feeling?
> 3. Who has been affected?
> 4. What do you need to do to make things better?
> 5. What can you do differently so that this does not happen again?