Anti-Bullying Policy

Respect   Responsibility   Relationships   Resilience

Rationale

East Adelaide School is a 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 the safety, and support our staff and students 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, violence and discrimination as a serious matter. 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 individually and may constitute "concerning behaviour" as outlined in the East Adelaide School Behaviour Education Policy.

National Definition of Bullying

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social, and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening. Bullying can happen in person or online, via various digital platforms and devices, it can be obvious or hidden. Bullying behaviour is repeated, or has the potential to be repeated over time. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.
It is important that incidents are kept confidential and positive relationships are restored.

 Verbal - Spoken/written insults, threats, name calling, unfair criticism, spreading rumours, using offensive language, or verbal teasing.

 Physical - Hitting, pushing, kicking, punching, touching, grabbing, spitting or damaging property

 Social/ Emotional - Social exclusion, lying, spreading rumours, unkind facial expressions or body language, mean and condescending looks, playing jokes to embarrass and humiliate, mimicking and damaging someone's reputation or social relationships.

 Cyberbullying - Cyberbullying is behaviour which is done online. Verbal and social bullying can be cyberbullying when it occurs online. Using emails, messages or social platforms to bully or humiliate others.

Harassment , Violence and Discrimination

Sometimes reports about bullying may also include behaviours that are harassment, discrimination and violence. These behaviours can be related to each other and overlap. But they can also be separate concepts and experiences. Bullying, harassment, discrimination and violence all create or add to a negative environment.
Harassment is negative behaviour that offends humiliates, intimidates or creates a hostile environment by targeting an individual or group.
Violence is the intentional use of physical force or power, threatened or actual, against another person that results in psychological harm or physical injury.
Discrimination occurs when people are treated less favourable than others because of their race, culture, or ethnic origin, religion, physical characteristics, gender, sexual orientation, marital, parenting or economic status, age, ability, or disability. Discrimination commonly involves exclusion or rejection.

Responding to incidents of Bullying

At East Adelaide School 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 will involve communication with parents/caregivers of both parties.

Responding to Incidents of Bullying

If you are being bullied:
- Be assertive and use a strong, confident voice.
- Stay away from the place where the bullying is occurring.
- Find somewhere safe and get help from a friend or trusted adult (teacher/ SSO).
- Don't react; just walk away.

If I am the bystander:
- Encourage the victim to report the bullying to a trusted adult/ teacher
- Tell the person doing the bullying to stop
- Say something supportive to the person who is being bullied or invite them to join in your group
- Remind the person being bullied that the other persons' behaviour is not okay

Parents and caregivers support students by:
Using the following strategies if their child tells them they are being bullied:
- Listen calmly and get the full story.
- Reassure your child that they are not to blame and ask open and empathetic questions to find out more details
- Ask your child what they want to do about it and how you can help.
- Ensure your child does not respond to online bullying.
- Contact the school and stay in touch with them.
- Check in regularly with your child.
- All families working in partnership with the school.

Teachers responsibilities include:
- Developing positive relationships with students
- Communicating openly with students
- Regular engagement in Restorative Practice and/or Circle Time
- Using restorative practice questions with the students
- Teaching strategies to manage incidents of bullying and cyberbullying
- Using 'Bullying No Way' resources to reinforce school expectations and values.
- Using Social Emotional strategies in our school's Learner Wellbeing Strategy.
- Defining 'bullying' and 'harassment' at the beginning of the year and revisiting these regularly.
- Adopting positive classroom management strategies.
- Implementing Child Protection Curriculum
- Empowering all student by giving them the necessary support that is needed.
- Restore the relationships between the two parties.

The Leadership responsibilities include:
- Principal can take action even if the behaviour occurred outside school hours.
- Keeping records of all reported bullying incidents.
- Working co-operatively with parents to raise awareness.
- Providing opportunities to educate and change behaviour.
- Restore the relationships between the two parties.

Resources

Student Wellbeing Hub	Student Wellbeing Hub | Home
Bullying No Way	https://bullyingnoway.gov.au/
Safety and Wellbeing	https://www.education.sa.gov.au/parents-and-families/safety-and-wellbeing
eSafety Commissioner	Online safety | eSafety Commissioner
SA Government Support and Advice	SA.GOV.AU - Identifying bullying and harassment (www.sa.gov.au)

Kids Help Line: 1800 551800

Child and Youth Health Parent Help Line: 1300 364 100

For further information regarding the Anti-Bullying Policy contact any member of the leadership team at East Adelaide School on 83621622.