



SADDLEWORTH PRIMARY SCHOOL

ANTI-BULLYING POLICY

At Saddleworth Primary School all students have a right to a safe, secure and caring environment. Therefore, we do not tolerate bullying or harassment in any form. Our Staff is committed to ensuring a safe and supportive environment, which promotes personal growth and fosters positive self-esteem for all. We aim to maintain a setting in which everyone feels valued and respected and where individual differences are appreciated, understood and accepted.

Evidence suggests that the development of resilience and positive self-esteem can help protect students from the harmful effects of bullying, as well as help them build positive peer relationships.

Not all distressing or hurtful behaviour is bullying. For example:

- **A single incident of malicious or aggressive behaviour.**
Bullying and harassment are repeated actions. A single incident may still be responded to as part of the school's Behaviour Management processes as unacceptable behaviour

Bullying is:

- A repeated and unjustifiable behaviour
- Intended to cause fear, distress and/or harm to another
- May be physical, verbal, non-verbal, or through Social Networking

TYPES OF BULLYING

Physical: examples include-

- Hitting, punching, slapping kicking
- Pushing, strangling
- Pinching, scratching
- Throwing things at someone
- Getting another person to harm someone

Verbal: examples include-

- Mean and hurtful name calling
- Threatening
- Racial harassment
- Demanding money or possessions
- Spreading rumours
- Trying to get another student not to like someone
- Offensive notes

Non-Verbal: examples include-

- Threatening and/or rude gestures
- Deliberate exclusion from a group or activity
- Removing and hiding and/or damaging other's belongings

Sexual Harassment: examples include-

- Inappropriate touching
- Touching someone when they don't want to be touched
- Not respecting personal space
- Teasing about boyfriend/girlfriend
- Unacceptable sexual comments/actions

Cyber Bullying: examples include-

- Messages sent on mobile phones or through the internet

STUDENTS WHO ARE BULLIED NEED TO COMMUNICATE ABOUT IT WITH:

A teacher, a staff member, a student of trust or their parents giving full details of the event
Alternatively students could write details about the event and place in it in a class meeting box.

- Staff witnesses to bullying should
 - Intervene if they are able
 - Document the incident
 - Work with students and parents to seek a permanent solution
- Student witnesses to bullying should
 - Intervene if they are able
 - ***Seek teacher assistance***
 - Document the incident if requested
- Parents should
 - Listen sympathetically to reports of bullying
 - ***Speak to relevant school personnel*** (not the alleged student/s concerned)
 - Work with the school in seeking a permanent solution
- Parent witnesses should
 - Be limited to verbal intervention if appropriate
 - ***Seek teacher assistance***
 - Document the incident if requested by school staff

All parties are expected to treat each other with respect and dignity and ensure the confidentiality of any issues that may arise

WHAT DO WE DO ABOUT INCIDENTS OF BULLYING?

- We will listen and talk to the person who has been bullied and the person who has bullied others.
- We will actively work to even the balance, to repair and prevent the repetition of bullying and harassment by using Restorative Practices.
- We will put negotiated consequences in place if this is required. Consequences will allow for flexibility depending on the nature, severity and extent of the bullying. Consequences may include time out, suspension or exclusion.

Staff may also:

- Support students to deal with conflict.
- Counsel students who have been bullied
- Talk with parents and caregivers of both parties about the situation
- Set up processes to monitor the situation
- ***In all cases of bullying, parents and caregivers of both parties will be contacted by the school, by phone or written correspondence***
- In the event of extreme, continual bullying, the police may be contacted.

Who to Contact

The Class Teacher,
The School Principal

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