



## WINTHROP PRIMARY SCHOOL

### Bullying Policy

#### Principles

At our school we believe that the environment for students, staff and parents should be safe and free from violence, victimisation, harassment and any form of bullying. We have a 'zero tolerance' approach as bullying infringes on the fundamental rights of safety and fair treatment. Our school staffs work in collaboration with students and parents to maintain a safe and harmonious environment.

#### What is Bullying?

Bullying is repetitive, unprovoked aggressive behaviour towards another person. It causes hurt, fear or distress and is characterised by an imbalance of power.

Bullying can take many forms:

**Physical:** shoving, punching, hitting, kicking, damaging belongings, pinching.

**Verbal:** put-downs, teasing, name calling, racist taunts, mocking.

**Extortion:** forcing students to hand over money, food or belongings.

**Exclusion:** rumours, gossip, being left out, ignoring.

**Body Language:** silent stares, mean looks, pulling faces and rude gestures.

**Cyber Bullying:** using mobile phones or the internet to threaten, tease or harass others.

#### What are the Warning Signs?

- Unwilling to attend school
- Signs of emotional distress
- Loss of self confidence
- Decline in academic performance
- Damaged clothing and frequent loss of property
- Uncharacteristic mood changes
- Withdrawal from social activities

#### Procedures

##### Whole School Approach

Teaching children about how we manage bullying at our school.

Teaching Resilience and Preventative strategies in the classroom through activities and games about bullying and how to deal with situations based on Bounce Back Resilience Program.

##### Establishing Procedures

Students taught the steps to follow if they are involved in a bullying incident.

Student counselling and support

A school ICT Agreement on appropriate and responsible use of ICT

Cyber Bullying Program

Mobile Phone Policy

##### Parent Education

Library resources

Parent Workshops

Information in Newsletter

## Bullying Pamphlet

### Monitoring and Review

All incidents of bullying or negative behaviour recorded on Integris detailing incidents and all students involved to ensure records are maintained. Parents notified.  
Policy and Procedures will be reviewed on a yearly basis

### **How Can Parents Help?**

Parents are the main role model in establishing and supporting each child to develop confidence, resilience and when necessary, assisting them to deal with and manage bullying.

### Take an Active Interest

Get involved and talk about what is happening for the child at school.  
Cultural, social and sporting activities outside of school build skills and confidence.  
Monitor your child's use of mobile phones and computers.

### Foster a Tolerant and Supportive Home Life

Model and promote confidence, tolerance and problem solving.  
Encourage your child to bring friends home.  
Accept and tolerate differences in others.  
Set firm, fair boundaries with your child.  
Demonstrate care and consideration for others.

### Encourage Your Child

Nurture your child's positive qualities and interests.  
Value your child for who they are.

### Discuss Bullying

Talk about the school's policy and procedures.  
Advise that retaliation does not solve problems.  
Explain what to do if your child is a witness to bullying.  
Report any incidents to the class teacher or a member of Administration.

### **Action Plan: How to Empower Victims**

1. Ignore the bullying behaviour and show that it is not upsetting you.  
*If the bullying continues.*
2. If you are feeling uncomfortable, tell the person and tell them to stop or you will have to take action by telling a teacher or administrator.  
*If the bullying continues.*
3. Tell someone you can trust to support you: teachers, administrator, parent, friend.  
*If the bullying continues.*
4. Go to an administrator and tell them about the problem so that the school can take action. This may include: counselling/disciplinary action for the bully, parent meetings.

It is essential that a member of the administrative team is advised when bullying, as defined in this policy, is occurring so that action can be taken to deal with the issue.

**Review Date: 2014**