

Anti-Bullying Policy

At One Tree Hill Primary School we believe that all students have the right to a safe, inclusive and supportive learning environment. Bullying, including cyber bullying; harassment and violence, is totally unacceptable behaviour. Bullying and harassment are issues that are treated very seriously as they can adversely affect a person's ability to work and learn, therefore we work hard to find solutions to stop incidents from occurring.

Objectives

All staff, students and parents/caregivers should have an understanding of what bullying is.

All staff should know the Anti-Bullying Policy and follow it when bullying is reported.

All students and parents/caregivers should know what to do if bullying occurs.

What is bullying?

Bullying is repeated, deliberate or thoughtless behaviour that results in fear, hurt and stress. It is a repeated abuse of power that is unjust.

Examples of bullying:

Physical:

- Dominating others due to proximity, size, strength.
- Any form of violence – hitting, pushing, tripping.

Verbal:

- Sarcasm, name calling, ongoing teasing, spreading rumours, threats and intimidation.

Discrimination:

- Unfair criticism, relating to a person's race, religion, disability, gender identity and cultural background.

Sexual:

- All sexual or gender related comments, gestures and touching.

Emotional:

- Using status in a group.
- Excluding, tormenting, mimicking, ridiculing, humiliating at any level.
- Using popularity to manipulate or control others.

Cyber:

- Unwanted on going contact using email, texting, or phone calls. This includes Apps, social media and games.

Bystanders

You have a lot more power than you realise. Here are some practical ways you can help:

- Get rid of the crowd – bullies often feed off of attention and an audience that doesn't try to stop what happens. If you walk away and convince others to do so, quite often that bully will have no motivation to continue what they're doing.
- Ask someone for help – it's ok if you can't physically help, or if you're not comfortable speaking up. Find an adult or someone you trust to help the person being bullied.
- Afterwards, you can assist in finding the right help, or even talk to people who can help on behalf of the person being bullied.
- Call the bully out on their behaviour.

Witnesses need to:

- Report what's happening to the teacher on duty or class teacher immediately.
- Be assertive— Tell the offender to stop if safe.
- Remind them of the consequences.
- Leave and tell any other bystanders to leave - but you must still report what you saw.

Reporting bullying at school

Who to report to...

- The duty teacher or any teacher you can find
- Your class teacher and SSOs
- Leadership

How to report...

- Say where and when it's happening
- Who is involved
- How long it has been happening

When to report...

- As soon as you can
- Do not ignore it – bullying tends to continue and escalate.

Teachers will...

- Act as role models of caring and supportive behaviour.
- Listen and act upon reports of bullying.
- Protect the victim from further harm.
- Record incidents of bullying and harassment.

The student who is bullied will...

- Speak to someone about it and give them the details of the event.
- Persist until something positive happens.

Students who witness will...

- Intervene in a safe way.
- Report any bullying they witness.

Parents will...

- Listen and report accounts of bullying to the school.
- Work with the school to seek permanent change.

What we do at One Tree Hill Primary School to reduce and prevent bullying...

Each case will be treated individually and confidentially:

- Consequences will be negotiated and we strive to be consistent and fair.
- Consequences may include time out, restricted play, take homes or suspension.
- Parents may be contacted, particularly in repeat offences.
- Victims will be counselled and listened to by staff.

Review March 2024

Prevention strategies include:

- Maintain a strong whole site emphasis on our school values through Play is the way.
- Integrate Positive Education methodologies and strategies across the curriculum, including circle time in the morning and afternoon.
- Teach students about violence prevention, conflict resolution, anger management and problem solving.
- Use the curriculum to teach about respectful relationships, civics and citizenship.
- Teach for and about diversity.
- Teach students about the role of bystanders, the expectations and responsibilities.
- Monitor situations between students to ensure their safety and wellbeing are maintained.
- Use restorative practices to maintain relationships.
- Work in partnership with outside agencies to provide supplementary programs for targeted students, What's the Buzz.
- Remain alert to the dynamics between individuals and groups.
- Encouraging positive interactions between year levels through Kindness afternoons x2 a term.

Intervention strategies:

- Counselling students
- Talking with parents
- Clear, appropriate and fair consequences
- Teaching about bystanders

Post Intervention Strategies:

- Monitoring the situation and maintaining safety for all.
- Continued review of behaviour management procedures both in the class and the yard.
- Maintaining records and conducting bullying audits.
- Continued training and updating skills and resources.