

Victor Harbor Primary School

Anti-bullying Policy



Purpose

This policy outlines how the Victor Harbor Primary School defines, prevents and responds to incidents of bullying, harassment, discrimination or other unacceptable behaviours, including cyber-bullying. We recognise that it is essential to provide a supportive learning community where all students feel and are safe and are treated with respect. School staff, parents, carers and the local community have the right to teach, work and participate in an environment that is safe and supportive.

Definitions

Word	Definition
Bullying	<ul style="list-style-type: none">• Aggressive, unkind or mean behaviours• Are repeated behaviours (it must have multiple times, in an ongoing way to be defined as bullying)• Happen on purpose/are deliberate (i.e aren't accidental for instance)• Generally, a power imbalance – which means that people bullying, and the people being bullied aren't seen as being 'equal', e.g older, bigger people picking on smaller, younger people, or 'popular' people targeting someone who they see as being 'unpopular', or who is struggling to make friends. <p>Some other serious types of behaviours, like discrimination, harassment and abuse, can overlap with bullying and are against the law.</p>
Cyber-bullying	Is direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.
Duty of Care	Is the legal obligation for principals and teachers to take all reasonable steps to reduce risk to students. The duty of care is non-delegable, meaning that it cannot be assigned to another party. "A teacher is to take such measures as are reasonable in the circumstances to protect a student under the teacher's charge from risks of injury that the teacher should reasonably have foreseen." (Richards v State of Victoria).
Student	Refers to any student who is enrolled to attend a VHPS.
Teacher	Refers to any person who is employed to deliver an education program which forms part of the required school or course curriculum

Scope

This policy applies to all current students, their families and carers, teachers and school staff.

Policy

Victor Harbor Primary School define bullying as: Repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

Victor Harbor Primary School

Anti-bullying Policy



Prevention of and early intervention in Bullying

Education staff will take proactive steps to reduce the risk of bullying which includes establishing and maintaining a culture and expectation of respect. This will be achieved through programs, curriculum and resources for staff, students, parents and carers which explore bullying and recognise and promote positive behaviour. Annual review of Wellbeing Engagement Collection survey and feedback from students, carers & teachers will inform continued action and a planned proactive response. To prevent cyber bullying, students will hand in mobile phones to staff for safe-keeping and there will be tight control of the use of the internet in school hours. Victor Harbor Primary School will support children to develop social connections and friendships with their peers, build skills in students to support their peers and challenge bullying or isolating behaviour between students.

Bullying is not the same as

- **Being rude** – saying or doing something hurtful that wasn't planned or meant to hurt someone, e.g. someone pushing in front of you in the canteen line
- **Being mean** – doing something hurtful to someone or purpose once or twice, e.g a friend refusing to hang out with you one day
- **Conflict** – having a disagreement with a friend, e.g two friends getting into an argument or fight and saying mean things to each other
- **Respectful Feedback** - on behaviours you're doing that aren't ok, e.g. "It's not ok to roll your eyes every time they talk about sport"
- **A friend putting in a 'boundary'** - e.g. "I don't like it when you keep telling me what to do."
- **Natural consequences in socialising**, e.g. a friend not trusting you because you shared their secret

Responding to incidents of bullying

Parents should contact the classroom teacher to discuss any concerns or bring incidents to their attention. All incidents of bullying will be reported and responded to in a timely manner. We will work as a team to support all students involved.

Staff will provide a safe environment for the students and advise/consult with the Teacher & Leadership about the incident. Strategies for immediate intervention will be developed in consultation with involved students. The family/carer will be contacted about the incident and to decide further action.

Restorative Questions

To the instigator (s)

- What happened?
- What were you thinking at the time?
- What have you thought about since?
- Who has been affected by what you have done? In what way?
- What do you think you need to do to make things right?

To affected person(s)

- What did you think when you realised what happened?
- What impact has this had on you and others?
- What has been the hardest things for you?
- What do you think needs to happen to make things better?

Victor Harbor Primary School

Anti-bullying Policy



Taking Action

There is no one best action to take in responding to bullying and any action taken will be informed by the nature of the bullying and will include factors such as:

1. Illegality of the bullying behaviour- the school may be bound by procedures for dealing with prescribed or criminal behaviour that involves bullying.
2. Persistent or repeated behaviour patterns.
3. Single or group bullying.

Generally, suspensions will not be used as a response to bullying regardless of the severity. In accordance with the philosophy of respectful and safe schools, VHPS education programs will adopt no punitive approaches wherever possible and will use restorative practices to resolve situations.

Accountability

The School Leadership Team is responsible for ensuring that the Policy is implemented and responsible for review of the procedure. The School Leadership Team is responsible for monitoring and decisions regarding implementation of the procedures and ensuring that all staff implement the procedure. Teachers are responsible for ensuring that they comply with the requirements of this procedure. Parents are responsible for communicating with the classroom teacher if they have concerns about potential bullying.

Useful Resources

Bullying, No Way! - www.bullyingnoway.gov.au

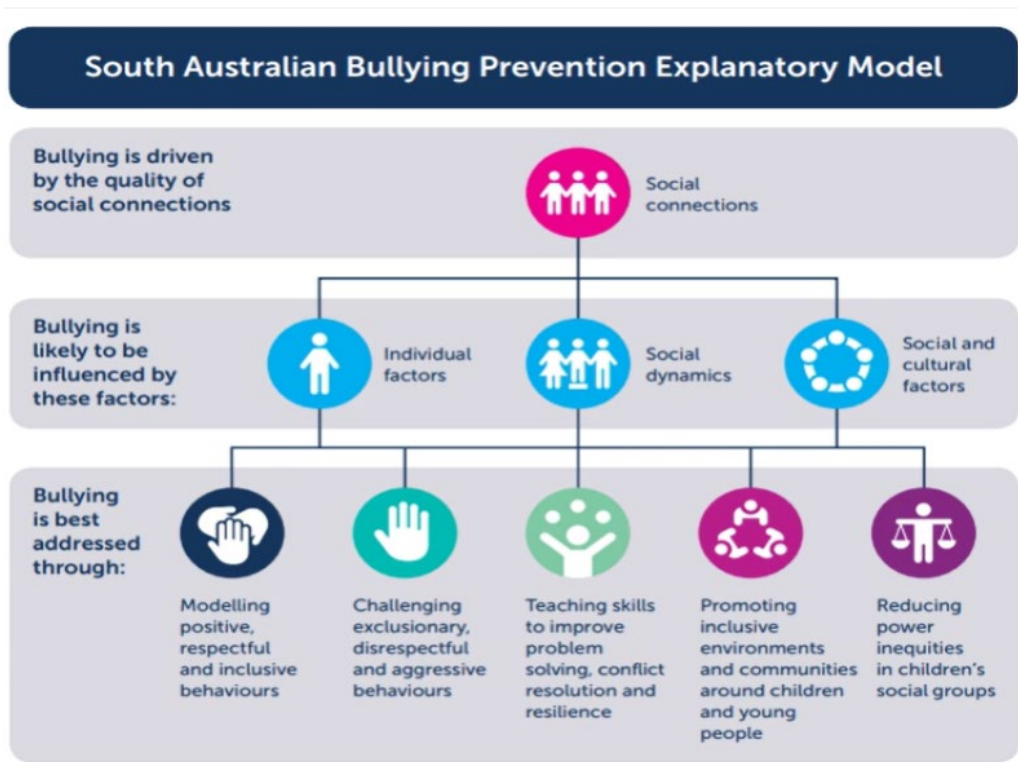
Kids helpline – www.kidshelpline.com.au

ESafety Commissioner – www.esafety.gov.au

The BRAVE programme (launched by Beyond Blue) - www.youthbeyondblue.com

Whole School Proactive Prevention:

- Berry Street trauma-informed education
- Child Protection Curriculum
- Education Programs: Brainstorm Productions, FYI, Life Education Van
- Bullying 'No Way' - restorative Practices
- Wellbeing Engagement Survey
- Student Representative Council
- Whole School Positive behaviour incentives & individual incentives
- Explicitly teach positive relationships skills
- Establish safety and wellbeing, repair and restore relationships
- Behaviour Support & Anti Bullying Policy in use across the schools



BEST ADDRESSED THROUGH



Modelling positive, respectful & inclusive behaviours.



Challenging exclusionary, disrespectful & aggressive behaviours.



Teaching skills to improve problem solving, conflict resolution & resilience.



Promoting inclusive environments & communities around children & young people.



Reducing power inequities in children's social groups.

VALUES & EXPECTATIONS

	All Areas	Learning Spaces	Play Areas	Bathroom
Respect	<ul style="list-style-type: none"> We follow adult requests We use positive language We use our manners, pleases & thank yous We wait until a conversation is finished before speaking We are tolerant, kind & compassionate to others 	<ul style="list-style-type: none"> We respect all opinions & perspectives We encourage others We cooperate with others We include others We take help when its offered We actively listen & Track the Speaker 	<ul style="list-style-type: none"> We walk on footpaths, not gardens We include others We use respectful language we play We cooperate with others We resolve conflict peacefully 	<ul style="list-style-type: none"> We respect everyone's privacy by knocking & locking We flush the toilet
Responsibility	<ul style="list-style-type: none"> We accept responsibility for our choices We care for others We follow the school dresscode We respect our environment & living things 	<ul style="list-style-type: none"> We aim for our personal best We ask for help when needed We treat our learning space & materials with care We deliver and return notes on time We help each other tidy up 	<ul style="list-style-type: none"> We are responsible for, and return, the equipment we borrow We find a yard duty teacher if we need help or see something unsafe 	<ul style="list-style-type: none"> We keep the bathroom clean & tidy We turn off the tap
Honesty	<ul style="list-style-type: none"> We request a break if we need We use our Zones toolboxes when we need them 	<ul style="list-style-type: none"> We request a break if we need We use our Zones toolboxes when we need them 	<ul style="list-style-type: none"> We play where teachers can see us We follow the rules in games 	<ul style="list-style-type: none"> We report unsafe actions or conditions to our teacher
Safety	<ul style="list-style-type: none"> We follow the school rules We stay in our area We are aware of personal space We control our body, words & actions We report unsafe actions to the teacher 	<ul style="list-style-type: none"> We follow all adult direction We use our time wisely We ask permission from the teacher if we need a break or to use the bathroom 	<ul style="list-style-type: none"> We walk on hard grounds, we can run on the grass & courts We wear our sun safe hats outside in Term 1 & Term 4 	<ul style="list-style-type: none"> We wash our hands with soap & water We use toilets, soap, sink & hand dryers correctly
Trust	<ul style="list-style-type: none"> We use our time wisely We wait for permission to leave We care for the equipment that has been provided for us. 	<ul style="list-style-type: none"> We stay on task We leave our area tidy We use inside voices 	<ul style="list-style-type: none"> We play where teachers can see us We put our litter in the bin 	<ul style="list-style-type: none"> We keep our play outside We are water wise We get in & get out We use toilets during breaks We return to class quickly

Strategies

Strategies you can tell students who are being bullied:

- Don't blame yourself for what is happening.
- Try not to let the person who is bullying know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it. Stay in a group: people who bully usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, an SSO, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?)
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.

Strategies students can use if they know someone is being bullied:

- **Take action.** Watching and doing nothing looks as if you are on the side of the bully. It makes the person being bullied feel more unhappy and on their own.
- Tell an adult **immediately**. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a person who is engaging in bullying behaviour.

Strategies for parents/caregivers:

- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the school **immediately**. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your own child there is nothing wrong with them. It is not their fault that they are being bullied.
- Make sure your child is fully aware of the school policy concerning bullying, so that they will not be afraid to ask for help.

Strategies for bystanders/onlookers:

- Ignoring bullying is cowardly and unfair to the person being bullied.
- Staying silent means the person doing the bullying has won and gives them more power.
- There are ways you can help without putting yourself in danger
- Tell a member of staff as soon as you can.
- If you don't feel you can talk to someone about it, write it down and give it to a teacher/relative/friend
- Don't smile or laugh at the situation or join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Let the person(s) being bullied know that you are going to get help.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.

Communication and Review

- Consultation, discussion and sharing amongst teachers, students and parents/carers via various communication channels was undertaken when developing this policy. The policy can be accessed via the website.
- This policy was ratified by the Victor Harbor Primary School Governing Council Nov 2024 and will be reviewed biennially, review date Nov 2026

am I being bullied?



START HERE!

Was it deliberate/on purpose?

Yes

No

rude behaviour

Saying or doing something hurtful that wasn't planned or meant to upset someone

Was it personal/targeted?

Yes

No

Was it said in anger?

No

Yes

conflict

Saying hurtful things on purpose due to heightened emotions as part of a disagreement

Was it part of a fight with a friend?

No

Yes

Has it only happened once or twice?

No

Yes

Does the person doing it have '**more power**' than you? e.g. more popular, older, stronger

Yes

No

mean

Saying or doing something hurtful to someone on purpose once or twice

bullying

Someone more powerful saying or doing something hurtful to someone on purpose, over and over again

scan here to find out more! →

