



# WHITEHORSE PRIMARY SCHOOL

## ANTI BULLYING POLICY

### RATIONALE

Whitehorse Primary School is committed to providing a safe, supportive and stimulating environment in which there is a culture of mutual respect, appreciation of individual differences and the positive resolution of issues. Whitehorse Primary School does not accept bullying in any form. Children at Whitehorse Primary School have the right to be treated fairly and with respect. They have the right to feel safe and to be protected. We recognise that each school community member, both child and adult, owns his/her behaviour and that by adopting a whole school approach delivers a message that bullying behaviour will not be tolerated.

### AIMS

- To promote positive and responsible behaviour
- To develop a safe and caring environment
- To reduce incidence of bullying behaviour
- To empower victims
- To encourage awareness of consequences of bullying behaviour
- To inform children and adults about bullying behaviour

### DEFINITION OF BULLYING

Bullying is different from ordinary teasing, social exclusion, rough and tumble or schoolyard fights. What makes it different is that the incidents are ongoing and there is usually an imbalance of size, strength and power. Bullying is unjustified. It involves individuals or groups and may cause embarrassment, fear, pain and discomfort to another.

Bullying includes constant or recurring incidence of:

**Verbal:** name-calling, put downs, teasing, offensive remarks, threats, unwarranted complaints against another

**Physical:** hitting, punching, tripping, spitting, kicking, pushing, scratching, throwing objects, damaging property or possessions, hiding or taking belongings

**Social/Emotional:** spreading rumours/nasty stories, consistently excluding from groups, ignoring, making fun of someone

**Cyber:** Using email, social media, videos, photos to communicate with others in a harmful manner.

**Intimidation:** playing 'dirty tricks', making threatening phone calls, demanding money or possessions, threats of aggression against people, property or possessions

**Written:** intimidating or harassing through notes, letters, graffiti, etc

**Discrimination:** ethnic slurs, racism, slurs against children with special needs

This requires students to:

- Identify what bullying is and refuse to participate in bullying behaviour
- Learn strategies to deal with bullies
- Students should seek help from a teacher when; they feel like they are being bullied or observe another child being bullied

This requires staff to:

- Respond to all reported incidents, promoting zero tolerance of bullying and ensuring the victim knows they are being supported
- Keep records and history of incidents; (to be recorded, followed-up and shared where appropriate with staff and parents whilst maintaining confidentiality\_.
- Provide appropriate support and skill development for the victim, bully and witnessing bystanders
- Implement sanctions for inappropriate behaviours in accordance with the School's Discipline Policy

Parents are recommended to:

- Observe children from unexplained changes in behaviour
- Parents should report concerns to the school.
- Keep a written record (who, what, where, when, why)
- Be willing to attend discussions if their child is involved in any incidents of bullying

## **DEALING WITH BULLYING**

To ensure that structures within the school promote a supportive whole school approach. These include

- Buddy system
- Using the 7 Habits of Happy Kids to resolve problems
- Bounce Back – A Wellbeing and Resilience Program
- Student Council
- Transition programs
- Student Well-Being Professional Learning Team
- Maintenance of the school's Student Welfare and Anti-Bullying Policies

- Staff Professional Development
- Provide class activities that develop social and communication skills
- Ensuring that children are well supervised and have access to sport equipment and activities.

## **EVALUATION**

- On-going review of anti-bullying strategies by staff and, in particular, the Well-Being Professional Learning Team.
- An indication of the effectiveness of this policy, through a decrease in observed incidents of bullying.
- Analysis of the attitudes to school survey.

## **REVIEW CYCLE**

This policy was last updated in 2021 and is scheduled for review in 2024.