



Padthaway Primary School

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ANTI-BULLYING POLICY

WE BELIEVE THAT

Identity, being safe, being connected with others and belonging are critical needs for all people. Bullying is any behaviour (physical or psychological) intended to hurt and is typically repeated over time where there is a power imbalance making the ill treatment possible. Harassment is any behaviour that is uninvited, unwelcome and unwanted that causes another person to feel hurt or uncomfortable.

PROMOTING POSITIVE BEHAVIOURS:

RESPONSIBILITIES OF STAFF

Staff, you have a moral and legal responsibility to support all learners in environments free of harassment or bullying. In your supervisory and duty of care role staff:

- Build relationships of trust with students, parents and wider community members
- Support team members to implement the agreed Code of Conduct
- Use preventative intervention strategies and inclusive teaching methodologies to build protective factors in children
- Be a positive role model for others
- Provide effective support for all involved in bullying, teasing, alienation or discrimination
- Manage incidents and learn from them
- Conduct regular safety audits: document, collect data, analyse, intervene, monitor, evaluate
- Participate in review of programs, policies and procedures
- Engage in relevant training opportunities.

RESPONSIBILITIES OF PARENTS

Parents, you have a moral and legal obligation to protect and raise children in safety, free of harassment or bullying. You have a responsibility to:

- Stay in touch with your child, be aware of and attend to changes in feelings or behaviours
- Support everyone's right to feel safe, be active in developing and supporting safe school policy
- Take interest in what your child enjoys, achieves
- Work with the school in resolving issues
- Notice small steps/good efforts your child makes
- Listen carefully, understanding child concerns
- Model appropriate behaviour in your own relationships with others and with school staff
- Communicate an understanding that bullying is everyone's problem

- Avoid comparing your child with others, tell and show love for your child for their own sake
- Try not to involve children in adult problems.

RESPONSIBILITIES OF CHILDREN

Students, you have a right to fair and safe treatment, learning in environments free from harmful bullying or harassment. You have a responsibility to:

- Be fair and honest
- Treat others well as you like to be treated
- Listen politely to others
- Speak in a respectful tone of voice
- Act and move in safe ways
- Use good manners
- Keep hands off others' belongings and work
- Allow others their personal space
- Look with care and respect at others
- Give and seek help when needed
- Engage in fair resolution when a problem arises
- Be accountable for choices you make
- Take part in learning to develop your understanding of anti-bullying, anti-harassment and laws relating to discrimination and exclusion
- Think positively, avoiding mean thoughts of others
- Play by the rules – follow the School Code of Conduct.

SITE STRATEGIES WE USE TO PROMOTE ANTI-BULLYING BEHAVIOURS

We develop understandings, values and skills relevant to promoting the health and wellbeing of all through relevant curriculum/training to resolve conflict/abuse We develop safety and help-seeking skills for engaging in positive relationships to minimise risks of bullying and harassment. We engage in group and whole School activities that support collaboration and inclusion of all. We foster a sense of connectedness and belonging within and beyond each classroom, the school and wider community. We liaise with support agencies, health and police personnel seeking support as needed.

PROCEDURES

We work together within legal and policy frameworks to develop responsibilities, guidelines and consequences to ensure that the rights and safety of all people on site are respected and protected. Current processes include:

- All staff, volunteers and visitors are screened and sign in
- Induction procedures include:
- Mandated reporting to **Children, Youth and Family Services, phone 131 478**
- Record keeping and worksite security
- Risk, hazard and emergency processes
- Privacy and confidentiality
- Working alone with children
- First aid and amenity use
- Reporting incidents to site manager
- Child protection and definitions of abuse
- Compliance with legal requirements
- Provision of site policies and handbooks.

POLICY PRINCIPLES – EVERYONE HAS RIGHTS

- Everyone has a right to be safe and to learn

- Everyone has a right to work and contribute in safety
- People learn/work best when they feel good about themselves and experience success
- Inappropriate behaviour handled positively
- People at times feel angry, frustrated or upset and need to express these feelings appropriately
- When solving a problem we will not hurt, punish or put anyone down
- We are willing to participate in resolution through discussion and the procedures outlined in this policy, seeking agency support when required.

HOW WE RECOGNISE HARASSMENT OR BULLYING

Harassment includes teasing, name-calling, rude gestures, drawing/writing offensive/unpleasant messages, put downs about someone's gender, race, religion, appearance, age or personal attributes. Bullying is when one person holds power over another by persistent hurt, threat, manipulation or exploitation.

GRIEVANCE PROCEDURE – ACTION

We support the right of any member of the School Community to use the Anti-bullying Policy to address any grievance relating to harassment or bullying.

It is important to keep grievances confidential.

IF A STUDENT IS HARASSED THEY CAN

- Solve it by themselves – tell the person who is harassing them to stop
- Talk to someone they trust who can help them to stop it happening – a friend, a staff member who will help the student talk to the person
- Tell the staff member they trust exactly what happened. The staff member will listen, then together they will work out the best way to handle the problem
- The staff member will speak with the person harassing the student.

PARENTS/COMMUNITY CAN

- When concerned about your child being harassed or bullied, see a teacher or staff member to discuss your concerns
- If harassment or bullying is occurring, the teacher/staff member will act to make it stop
- If still dissatisfied, approach the Principal who will take action to resolve the harassment/bullying
- The District Director or the Improvement Co-ordinator at Mount Gambier Office, phone 8724 5300 can help if needed.

STAFF/VOLUNTEERS CAN

- Arrange a time to speak to the person concerned
- If the problem persists follow Grievance Process; speak to the Principal or access Anti-Harassment Contact
- person, Equal Opportunity representative, seek support of advocate in addressing the issue
- If a problem has not been resolved, approach the District Director or Improvement Co-ordinator at Mount
- Gambier on 8724 5300
- **if harassment keeps on happening, keep on reporting, keep on telling.**

CONSEQUENCES OF HARASSMENT/BULLYING

At Padthaway we use the principle of Restorative Justice to support students in gaining socially appropriate behaviours. Where incidents of harassment or bullying are evident or reported:

- A discussion about the incident in conjunction with individual rights and responsibilities is held with a teacher and/or Principal with the perpetrator
- Subsequent responses will depend on the nature and severity of the harassment or bullying.
 - The response will include a verbal apology
 - The response may include a written apology
 - The response may include parent notification
- The response is likely to include personal service or actions to restore good work or friend relations with the person who has been harassed or bullied
- The response is likely to include a class discussion on the role of bystanders to the incident
 - The response may include a family conference
 - The response may include restricted play/work/access
 - The response may include referral to Health, Wellbeing or Social Work support personnel/agencies.

YOUR CHILD'S TEACHER

Libby Thornton	Preschool
Corinne Brookes	R/1
Pam Steer	2/3/4
Ebony Capurso	5/6/7
Olivia English	4/5 Literacy and Numeracy Teacher
Ashlea Owen	Non-Instructional Teacher (NIT)

PRINCIPAL: Olivia English

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Government of South Australia

Department for Education and
Child Development