



Anti-Bullying Policy

At Birdwood Primary School we want all students to feel safe. Therefore we take bullying seriously. This policy explains what bullying is, how you can report it and what we will do to stop it happening. At Birdwood Primary School we value – **Respect**, **Responsibility**, **Resilience** and **Challenge**.

We believe that:

- Bullying is the systematic abuse of power.
- Bullying is not simply about difference. It may occur because of people's inability to accept and value difference.
- Bullying includes racist or sexual harassment or any other form of discriminatory behaviour.
- Bullying is everyone's business.
- Bullying can involve violence.

A Definition of Bullying

Bullying is repeated and deliberate hurtful gestures, words or actions

Kinds of Bullying

Physical: Pushing, hitting, touching, invasion of personal space, taking/damaging possessions.

Verbal/Written: Comments/gestures, nicknames, put downs, name calling, laughing, spreading rumours, threats, slander, letters, drawings, emails, social network sites, mobiles, text messaging, Snap chat, Facebook, cyber bullying

Sexual: Deliberate and repeated touching, fondling or physical contact, inappropriate jokes or comments, provocative or insulting remarks, leering and ogling, persistent questioning about someone's private life.

Racial: Racist comments, religious comments, ridicule, name-calling, put downs, physical violence.

Emotional: Snubbing, ganging up, ignoring, inappropriate body language, put downs can also be part of all areas above.

Approaches to Reduce Bullying

If an incident of bullying happens at Birdwood Primary School we use prevention, intervention, and post-intervention strategies.

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships, Civics and Citizenship.
- Developing programs to help students.
- Participate and have a say in their learning.
- Teaching students about violence prevention, conflict resolution, anger management and problem - solving and reviewing policies which promote student safety.
- Keeping Children Safe, Child Protection and What's the Buzz
- Teaching for and about diversity.
- Providing learning for staff/parents in collaboration with local agencies. (e.g. Behaviour Coach, CAMHS)



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Intervention strategies include:

- Counselling students who have been bullied.
- Talking with parents or caregivers about the situation.
- Putting consequences in place for those who bully others.
- Teaching students to be better bystanders.
- Ensuring that all staff know how to address bullying effectively and respectfully.

Post-intervention strategies include:

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Talking with parents or caregivers about strategies.
- Reviewing our yard procedures to make sure they are effective.
- Reviewing and evaluating behaviour codes.

What Can You Do About Bullying?

Students

- Tell the person who is harassing you to STOP.
- Tell them how you FEEL. If they bully you again:
- Tell a teacher exactly what happened.
- The teacher will help you. They will:
 1. Listen to you
 2. Help you make a plan
 3. Go with you when you speak to the harasser
 4. Tell your class teacher
 5. Talk to your parents/caregivers about it too

If you are bullied again:

- Tell your class teacher who will speak to the Principal and/or Deputy Principal.

If bullying keeps on happening:

- Bullying is wrong. It happens to many children. It is not your fault. Telling someone that you are being bullied is not dobbing or snitching.
- Keep on telling an adult until the bullying stops.

Our School Approach to Bullying

We listen and talk to the person who has been bullied and the person who has bullied others. We then use warnings, followed by firm graduated consequences.

- Time Out within the classroom, written and/or verbal apology with staff proactively monitoring ongoing behaviour.
- Time Out, followed by Principal or nominated staff member proactively monitoring ongoing behaviour. Parents notified where necessary and encouraged to share in goal setting/action to rectify unacceptable behaviour.
- Loss of Privileges/ Community Service.
- Meeting with parents, student, teacher/ Principal.
- Take home from school.



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- Suspension.
- Exclusion.

It is important to note that these steps may change. At Birdwood Primary School we do not use a “one size fits all” approach. This is because each person is different and each incident of bullying is different.

Restorative Justice

We use the “Restorative Justice in Action” program at our school. Where there’s a conflict between students we get them together and ask a series of questions that are along these lines:

To the first affected person or people:

- What happened?
- What were you thinking at the time?
- Who has been affected by what you did and in what way?

To the second affected person or people:

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

Restorative Justice takes longer to work through than some of our more traditional practices - but our goal is to have the students back in class getting on together. We aim for productive discussions between them about behaviour, with apologies and efforts to redress wrongs, with agreed consequences for their actions.

We also use “check in” circles in our classroom to solve issues. Teachers are trained in “Restorative Justice in Action” to support the implementation of the program. Talk to your classroom teacher if you require further details.

Bullying Grievance Procedures

Parents

When bullying happens at school you need to talk to the school about it. Before you go to the school it is important to find out:

- What happened
- Who was involved
- When
- Where
- Did anybody else see it, and, if so, who?
- It is a good idea to write down what you find out.
- Arrange a time to speak to the class teacher.
- If the problem is not resolved, let the teacher know you will be speaking to the Principal / Deputy Principal.
- Arrange a time to speak to the Principal/ Deputy Principal.



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- If you are still dissatisfied, approach the Regional Officer at Para Hills on 8314 4025.

Staff

- The teacher arranges a time to speak to all the children concerned.
 - If the problem seems to have been resolved, the teacher proactively monitors the behaviour for the next few days, checking with the children involved to ensure there has been no recurrence of the behaviour.
 - If the problem is not resolved, the teacher will speak to the Principal/Deputy Principal and ask for their support in addressing the grievance.
 - If the problem is ongoing, notify families.
 - If the problem has still not been resolved, the Principal is to approach the Education Director of Para Hills.