Springton Primary School
Anti-Bullying Policy 2014

At Springton Primary School, all members of our community are committed to ensuring a safe and supportive environment which promotes personal growth and fosters positive self-esteem for everyone.

We strive to maintain a setting in which everyone feels valued and respected and where individual differences are appreciated, understood and accepted.

Within this context we do not tolerate bullying or harassment in any form.

A definition of bullying
Bullying is defined here as a physical and / or psychological action by an individual or group which is purposely intended to hurt or stress another. Bullying is seen as deliberate and can occur over a period of time.

It includes:

Direct bullying:

Physical:
- Hitting, kicking, punching, pushing, shoving, spitting, making rude gestures
- Taking or damaging something that belongs to someone else
- Forcing others to hand over food, money or something which belongs to them, making somebody do something they don’t want to do.

Verbal:
- Name calling, teasing, threatening
- Making fun of someone because of their appearance, physical characteristics or cultural background
- Making fun of someone’s actions

Indirect bullying:
- Excluding others from the game or the group

Spreading untrue stories about others
- Hiding books or belongings
- Threatening gestures e.g. “looks”
- Graffiti
- Put downs
- Unwanted physical contact

Cyber bullying:
- Teasing, spreading rumours or sending unwanted messages using electronic methods such as
  - email
  - social network sites
  - Instant messaging
  - SMS

What can be done about bullying?
All members of our school community can help prevent bullying behaviour. This includes:
- abstaining personally from bullying others
- actively discouraging bullying when it occurs
- giving support to those who are victimised

Responsibilities of Staff
- Be a positive role model.
- Teach students the skills and strategies for bullying prevention
- Be available and ready to listen and respond to reports of bullying
- Treat information seriously.
- Ensure follow-up by reviewing the situation.
- Empower students to take responsibility for themselves and their actions
- Support others in dealing with incidents of bullying.

Responsibilities of Students
- Make others feel happy and safe.
- Help the person being bullied
- Don’t stand there and watch – get help.
- Show that you and your friends do not like bullying.
- Report bullying whether it happens to you or not.
- Respect and value other students, staff and members of the school community.
- Not take part in bullying behaviours towards other students and staff.
- Be compassionate, empathetic and understand the effects of racism, sexual harassment and bullying on individuals and groups in our society.
- Develop appropriate skills and behaviours in communicating and working effectively with people from a variety of backgrounds.
- Take responsibility for their own behaviours – tell the person or people to STOP the harassment or bullying.
- Talk to parents/caregivers or a trusted adult.

**Responsibilities of parents & caregivers**

- Remind your children that they are highly valued and assist them in maintaining a positive self worth.
- Discuss positive strategies rather than getting even.
- Advise your child to tell a trusted adult.
- Watch for signs of distress and behavioural changes in their child:
  - Unwillingness to attend school
  - A pattern of headaches or stomach aches
  - Personal items or equipment that have gone missing
  - Damaged clothing or bruising
- Model appropriate behaviours at all times
- Inform the school if a bullying incident occurs within school time or the police if it occurs out of school.
- Be available and ready to listen to reports of bullying

**What we do about incidents of bullying**

- We will listen and talk to the person who has been bullied and the person who has bullied others.
- We will put negotiated consequences in place for the person who has been bullying others.
  - These may include a warning, time out, exclusion from play / special events/ excursions, being sent home, a meeting with parents, suspension or exclusion from school.

**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 strategies
- develop policies which promote student safety
- teaching for and about diversity
- providing professional learning for staff in collaboration with local agencies.

**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 and evaluating behaviour codes and policies.

**At Springton Primary School we believe that:**

**Bullying is everyone’s business!**

So we are working together to create learning environments where every student and school community member is safe, supported, respected, valued – and are free from bullying, violence, harassment and discrimination. We will review our Anti-Bullying Policy and Procedures annually to ensure we maintain a proactive stance to bullying.

If you would like further information about bullying, please contact us at Springton Primary School on:

Telephone: 08 568 2254
Fax: 08 8568 2162
Email: info@springtnps.sa.edu.au
<table>
<thead>
<tr>
<th>Aim</th>
<th>Actions</th>
<th>Responsibility</th>
<th>Data Collection</th>
<th>Intended outcome</th>
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</thead>
<tbody>
<tr>
<td>To create a school environment where every student and school community member is safe, supported, respected, valued, and free from bullying, violence, harassment and discrimination.</td>
<td>Develop, implement and monitor a Whole School Student Behaviour Management Program and an Anti-Bullying Strategy. Strategies to foster these relationships will include:  - Implementation of the “What's the Buzz” program  - Whole school assemblies, focus days, family nights, camps, excursions  - Student-owned plans and activities (ie student committees/voice)</td>
<td>SPS School Community</td>
<td>Bullying Audits Opinion Surveys SBM records</td>
<td>Shared responsibility for student &amp; staff well-being</td>
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<td>Implement proactive rather than reactive strategies in dealing with bullying behaviours.</td>
<td>Provide ongoing support to staff through professional development and collegiate support.</td>
<td>Principal Staff</td>
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<tr>
<td>Implement proactive rather than reactive strategies in dealing with bullying behaviours.</td>
<td>Include material on bullying, tolerance and positive social behaviours in the curriculum. Display appropriate posters around the school (in corridors, classrooms and around buildings)</td>
<td>Principal Staff Students</td>
<td>Observation</td>
<td>Raise awareness of bullying behaviour &amp; appropriate intervention strategies</td>
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<td>Implement proactive rather than reactive strategies in dealing with bullying behaviours.</td>
<td>Provide a safe environment for students, teachers, other staff and visitors, by ensuring that the school's facilities are in a safe condition and that the school grounds are supervised by staff, before and after school and during recesses and lunchtimes.</td>
<td>Principal Staff</td>
<td>Business Manager</td>
<td>Safe school environment consistently monitored and promoted</td>
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<td>Implement proactive rather than reactive strategies in dealing with bullying behaviours.</td>
<td>Maintain a caring playground environment which enables students to develop trust in and expect consistency from staff. Maintain a consistent approach to settling yard conflict, and place emphasis on encouraging and focusing on children who are playing and interacting appropriately.</td>
<td>Principal Staff Students</td>
<td>SBM Records Student Opinion Surveys Bullying Audits</td>
<td>Reduced SBM interventions</td>
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<td>Implement proactive rather than reactive strategies in dealing with bullying behaviours.</td>
<td>Celebrate appropriate behaviour on a consistent basis, in small group, whole class or school based forums.</td>
<td>Principal Staff Students</td>
<td>Assembly records Newsletters</td>
<td>Positive behaviours actively encouraged and promoted within school environment.</td>
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<td>Implement proactive rather than reactive strategies in dealing with bullying behaviours.</td>
<td>Early intervention with students identified as being at-risk for bullying others or being bullied.</td>
<td>Principal Staff</td>
<td>SBM Records Bullying Audits</td>
<td>Appropriate developmental support provided to students at risk.</td>
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<td>Implement proactive rather than reactive strategies in dealing with bullying behaviours.</td>
<td>Educate the wider community by placing articles in newsletters and local media.</td>
<td>Principal</td>
<td>Media Releases Newsletters</td>
<td>Raise awareness of bullying behaviour &amp; appropriate intervention strategies</td>
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Bullying Behaviour occurs

Report incident to student mentor or parent

Student or parent to report incident to staff member

Staff member to take immediate action in line with SPS Behaviour Management and Anti-Bullying Policies

Teachers to continuously monitor SBM data for all students to inform teaching & learning foci

SBM Records updated

Students interviewed. Support strategies and consequences applied. Mediation to occur if necessary

Bullying behaviour continues

Formal student & parent interview with Principal. Bullying information pack provided to parents. Additional interventions explored

End of bullying behaviour

Bullying behaviour continues

External agencies involved if applicable

End of bullying behaviour

Report incident to staff member

Professional judgement used and serious incidents referred to Principal.

Referred to Principal

Dealt with in accordance with SPS Student Behaviour Management Policy