



## Anti-Bullying Policy

Please read this policy in conjunction with the Vision Statement from our school's Strategic Plan, the Student Wellbeing and Engagement Policy and the Child Safety Policies.

### Rationale

Bullying and harassment can occur on the basis of religion, race, political affiliation, ethnic background, ability, disability, sexuality, gender or social/peer group (including physical appearance) and is an infringement of human rights.

This policy is based on the core values of the school including supportive relationships and respect for self and others. Our policy is guided by the validated principles of successful practice to reduce bullying in schools. (Refer to Friendly Schools and Families Document)

### Definition of Bullying

- "Bullying is a repeated behaviour used by a more powerful person or group over a less powerful person, who has difficulty stopping the situation. Bullying incidents are unprovoked and can be physical, verbal, social or psychological in nature. It is hard for the child being bullied to stop these things from happening." (Friendly Schools and Families- Child Health Promotion Research Unit. Edith Cowan University 2004 Western Australia).
- All forms of bullying, whether they are physical, verbal, indirect or cyber, are not tolerated at any level.

### Aim

At Mt Martha Primary School, we aim for every individual to have the opportunity to learn, work or play effectively in an environment free from bullying and harassment.

### Discretion

School personnel will be informed of their responsibility and implementation will be reliant on the observation and/or reporting of incidents of bullying.

### Implementation

Our school aims to promote the following with all the school community members including students, staff, parents and all visitors.

- a sense of belonging
- a positive school environment that provides safety, security and support for all and promotes wellbeing
- use of the peer group to provide support for students who are bullied and use positive peer pressure to discourage bullying
- positive adult example and experiences
- student awareness that they have the right to seek help to resolve bullying incidents
- encouragement and value of the participation of the whole school community to address bullying
- professional interactions between staff
- active interaction and involvement of staff and parents
- clear messages that bullying or aggression is not accepted
- employing various methods of intervention/management of bullying behaviour, including conferencing with students.

Our school aims to encourage a collaborative and coordinated response to bullying with parents of the children involved (when appropriate). As such we aim to manage bullying incidents in our school in a manner that:

- encourages parents to approach the school if there are any concerns about their child being bullied and parents are asked not to approach the child or parents of the child they believe is bullying
- provides support and ongoing contact with the person being bullied (classroom teacher has the main responsibility for the wellbeing of the students in their class with the support of the Wellbeing team and leader as well as Principal and Assistant Principal. Student Support Services may be involved)
- promotes a student's sense of concern and responsibility
- encourages students to problem solve solutions
- allows long term follow up to ensure the longer term safety of the student being bullied and the occurrence of change
- accurately records who was involved, what has happened and the action taken
- acknowledges that bullying occurs as a behaviour in a social context
- raises awareness of staff, students and parents as to what bullying is

## Strategies to Positively Influence the School's Social and Physical Environment

### **Whole School**

- Use the Assembly forum to encourage and celebrate achievements together
- E.g. - KidsMatter/Be You and Acknowledgement Awards, birthday acknowledgements
- Provide opportunities for children to engage positively in a variety of developmentally appropriate activities, e.g. library and IT Lab use at recess and lunch times, band, instrumental and musical involvement, equipment for outdoor play, sandpits, climbing equipment etc.
- Buddy Program
- You Can Do It! Program
- Positive ways of behaving in the playground are developed and encouraged
- Appropriate visible supervision in the school yard and toilets is provided.
- Play areas and out of bounds areas are identified to students
- Banksia Bulletin articles

### **Classroom Activities**

(Refer to KidsMatter/Be You Components, Protective Behaviours Program, Bullying No Way! program and You Can Do It Program)

- Teachers are provided with specific PD activities on bullying and access to online resources
- Teachers explicitly teach students about what bullying is and include bystanders' role.
- Cyber safety is promoted at ICT and in classrooms
- Use curriculum activities that foster positive relationships amongst students and between students and school staff
- Use cooperative learning methods to promote pro social behaviour and enhance student social skills.
- Peers (especially bystanders) are shown how to take actions to reduce bullying.

## Further information and resources

### [Child Safety Policy](#)

Student Engagement and Wellbeing Policy

**Policy was last ratified by School Council in September 2019, next review date Sept 2021**