

Willunga Primary School Anti-bullying Policy

WPS provides a safe, inclusive, supportive and ordered learning environment free from bullying, discrimination and violence. Bullying, discrimination and violence are hurtful and destructive. These are not acceptable at WPS and will be dealt with seriously and expediently. Staff will work with the school community and other services / agencies to support our students in being responsible and productive members of the community.

How this will Happen

To provide the safe, inclusive, supportive and orderly learning environment, staff at WPS address the three areas of self, setting and student. Responsibilities in each area are outlined below:

	self	student	setting
Teachers	Reflection Calm, controlled, fair Ongoing learning from current research Model appropriate behaviour	Know the individual and address equality Differentiate the learning Provide scaffolding Follow up with reports / incidents Acknowledge positive choices Engaging learning program Build relationship with families	Provide a safe space and appropriate supervision Follow WHS guidelines Report hazards Clarify / reinforce boundaries and expectations with students Provide opportunities for student voice in classroom e.g. circle time, involvement in learning
Students	Make positive choices Do your best Engage in learning	Cooperate with others Demonstrate respect for all Understand and enact acceptance of others Report incidents to class teacher, yard duty teacher Participate in working through issues	Act safely at all times Report hazards to teachers Contribute to the classroom and the learning Look after all property and grounds
Leadership	Support staff through professional development, access to programs & with particular incidents	Recognise positive behaviour Understand individual needs / circumstances Follow-up high level incidents Induct new students and staff	Oversee the safety of the school environment Clarify legal responsibilities and expectations Set up procedures and programs Liaise with services / agencies

When following up / managing incidents a flexible approach is used based on the nature, severity and extent of the particular incident.

Supporting Documents (available on DECD Intranet)

CPC – Keeping Safe

Response Level and types of Behaviour

Suspension Exclusion Expulsion Procedures

Definitions

Bullying	<p>Is Repetitive / ongoing About power and control Name calling, spreading rumours, isolation/excluding/leaving people out, physical putdowns Aims to upset / hurt another</p> <p>Is not Single incident One-off argument Fights between equals Saying something mean</p>
Cyberbullying	Behind the screens via internet or mobile phone email, texts, social media posts Pranking, accessing / sharing private information Filming / taking photos of others and publishing
Discrimination	Treating others less favourable due to race, culture, religion, gender, sexual orientation, physical characteristics, economic status, disability Excluding or rejecting others Ongoing or once off
Violence	Hitting, slapping, pinching, kicking, punching, biting a person Throwing objects Damaging property

Reporting Bullying, Discrimination or Violence

Students can report to:


class teacher	leadership
yard duty teacher	PCW
parent	any staff member you feel comfortable with

What will happen?

- An investigation: ask questions of all involved + witnesses. This will include when, what, how often. Written, drawn or verbal.
- Families will be contacted
- The adults will decide the consequences. These may include: restorative process, separate play areas, ongoing monitoring, lose privileges, community service etc.
- For extreme cases Leadership will follow the Suspension, Exclusion, Expulsion (SEE) procedures.

November 2016
 Review: November 2019

Is it Bullying? What is It?



<p style="text-align: center;">TEASING</p> <ul style="list-style-type: none"> • Everyone is having fun • No one is getting hurt • Everyone is participating equally 	<p style="text-align: center;">CONFLICT</p> <ul style="list-style-type: none"> • No one is having fun • There is a possible solution to the disagreement • Equal balance of power
<p style="text-align: center;">MEAN MOMENT</p> <ul style="list-style-type: none"> • Someone is being hurt on purpose • Reaction to a strong feeling or emotion • An isolated event (does not happen regularly) 	<p style="text-align: center;">BULLYING</p> <ul style="list-style-type: none"> • Attacked physically, socially, and/or emotionally • Unequal balance of power • Happens more than once over a period of time • Someone is being hurt on purpose

Willunga Primary School Anti-bullying Policy – Appendix 2

School Programs

What's the Buzz: R-3 classes

Powerful Learning – all classes weeks 1 & 2 Term 1

Keeping Safe – Child Protection Curriculum

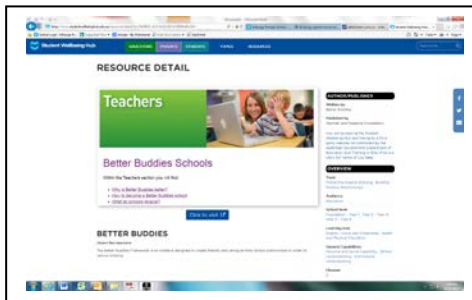
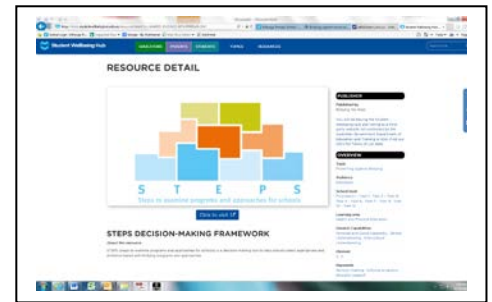
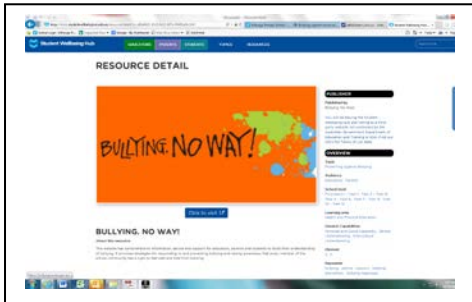
R-2: Power in relationships – demonstrate language of safety; understanding bullying; dealing with bullying behaviour; fair and unfair; introducing the concept of power; adults using power

Yr 3-5: Power in relationships – exploring definition of power; power scenarios; tricks and bribes; pressure; bullying as an abuse of power.

Yr 6-9: Power in Relationships – types and use of power; positive use and abuse of power; power in relationships; guilt; power and gender; characteristics of bullying; bullies and people are bullied; bystanders; school policy on bullying

Willunga Primary School Anti-bullying Policy – Appendix 3

Classroom Resources



Is it Bullying? What is It?

<p>TEASING</p> <ul style="list-style-type: none"> Everyone is having fun No one is getting hurt Everyone is participating equally 	<p>CONFLICT</p> <ul style="list-style-type: none"> No one is having fun There is a possible solution to the disagreement Equal balance of power
<p>MEAN MOMENT</p> <ul style="list-style-type: none"> Someone is being hurt on purpose Reaction to a strong feeling or emotion An isolated event (does not happen regularly) 	<p>BULLYING</p> <ul style="list-style-type: none"> Attacked physically, socially, and/or emotionally Unequal balance of power Happens more than once over a period of time Someone is being hurt on purpose

CONFLICT	RUDE	MEAN	BULLYING
Occasional	Occasional	Once or Twice	Is REPEATED
Not planned; in the heat of the moment	Spontaneous; unintentional	Intentional	Is planned and done on purpose
All parties are upset	Can cause hurt feelings; upset	Can hurt others deeply	The target of the bullying is upset
All parties want to work things out	Based in thoughtlessness, poor manners or narcissism	Based in anger; impulsive cruelty	The bully is trying to gain control over the target
All parties will accept responsibility	Rude person accepts responsibility	Behavior often regretted;	The bully blames the target
An effort is made by all parties to solve the problem			The target wants to stop the bully's behavior, the bully does not
Can be resolved through mediation	Social skill building could be of benefit	Needs to be addressed/ should NOT be ignored	CANNOT be resolved through mediation

Source: Jennifer Aitken, DASA Newsletter, January 2014, TST BOCE

Bullying (DECD)

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).