



HOLSWORTHY PUBLIC SCHOOL

ANTI BULLYING

POLICY AND PROCEDURES

STATEMENT OF PURPOSE

At Holsworthy Public School all students have the right to attend school free from the fear of bullying, harassment and intimidation. The policy of this school is to take a very proactive approach to ensure children develop high self-esteem, confidence in themselves as people of worth, together with a strong belief in their abilities. These concepts are part of the Schools Student Welfare policy and social skills program. Bullies are most often people who are unhappy, have low self-esteem and a significant lack of confidence in themselves. As they don't value themselves, they find it difficult to value others.

Bullying devalues, isolates, frightens and affects the individual's ability to achieve. Bullying has long-term effects on those engaged in bullying behaviour, those who are subjects of bullying behaviour and onlookers or bystanders. Preventing and responding to bullying behaviour is the responsibility of all staff, students, parents, caregivers and members of the wider community to work together to address bullying. Bullying is taken seriously and is not acceptable in any form.

Bullying can be defined as:

- Intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.
- It involves the abuse of power in relationships.
- It can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.
- Cyberbullying which can include the use of information and communication technologies to support repeated and deliberate hostile behaviour intended to harm others.
- Bias Based Bullying which may include bias about socio economic status, cultural and linguistic diversity, religion, gender, sexuality, disability, ability or personal characteristics.

BULLYING INCLUDES:

Verbal	Physical	Social	Psychological
Name calling	Hitting	Ignoring	Spreading rumours
Teasing	Punching	Excluding	Dirty looks
Abuse	Kicking	Ostracising	Malicious SMS
Putdowns	Scratching	Alienating	Malicious email
Sarcasm	Pushing	Bribing	Camera phones
Insults	Tripping	Racism	Damaging property
Threats	Spitting	Writing notes	Hiding possessions
	Chasing	Offensive gestures	Stand over tactics
	Hat hiding	Offensive graffiti	

STRATEGIES TO PREVENT BULLYING:

STUDENT ASSERTIVENESS

Students implement the three steps procedure from the Holsworthy Public School Student Welfare and Discipline Policy (2005). In the event of being bothered the three steps are:

1. Say to the person(s) bothering you, **“Stop! I don't like that.”**
2. If you continue to be bothered, try to ignore them, or if you can, walk away.
3. If you have said **stop** and then tried to ignore them or walk away but they continue to bother you, seek the assistance of a teacher. Say that you have followed steps 1 and 2 so now you are asking for help. The teacher will investigate the situation and take the appropriate action. After investigation, the consequences for the bully(ies) may be a warning or placement on Levels 1, 2 or 3.
4. Students who witness bullying must report this to a teacher.

Earn 75 points to come off each level- Placement on a level will incur some of the following consequences.

UNACCEPTABLE BEHAVIOUR	LEVELS	CONSEQUENCES
Warning or Level 1	<ul style="list-style-type: none"> • Disregarding School/Class Rules • Teasing/Bullying 	Counselling; Timeout; Restitution; Detention; Letter Home; Class Diary; Playground Card; Loss of Privileges eg PSSA Sport, Play, Excursions, Camps or events
Level 2	<ul style="list-style-type: none"> • Repeated Disregard of School Class Rules • Repeated Bullying • Hurting Others 	As above; Longer Detention; Home to School Diary; Possible Interview with Parents; Referral to School Counsellor; Formal Written Caution
Level 3	<ul style="list-style-type: none"> • Persistent Disregard of School/Class Rules • Persistent Bullying • Swearing (Verbal Abuse) • Violence (Physical Aggression) 	As above; Suspension; Referral to Support Teacher Behaviour; Referral to Support Personnel; Parent Interview; Development of a Specific Behaviour Management Plan; Partial Attendance
<p><u>Please Note:</u> Unacceptable behaviours of a severe nature may go straight to the Procedures for Suspension Policy.</p>		

TEACHING AND LEARNING

The school will teach a range of anti-bullying strategies to all students. The strategies will be reinforced through school practices which promote respectful relationships, contribute to student wellbeing and empower the school community to recognise and respond to bullying.

The school focus is to teach positive behaviours as part of Student Welfare Programs where students are rewarded for positive behaviours. Students are taught four School Rules:

BE SAFE, BE FAIR, BE KIND, BE CO-OPERATIVE and the consequences of unacceptable behaviours. Teachers jointly negotiate class rules with their students and unacceptable behaviours.

Practices designed to recognise and reinforce student achievement and positive behaviour include student recognition for consistently obeying school/class rules; sensible, reliable behaviour; citizenship; personal best academic achievement; and personal best and outstanding sporting achievement.

This can be implemented through strategies which include:

- positive feedback
- consistent and caring attitude by staff
- individual class systems to reward and recognise classwork and positive behaviour (stamps, stickers, merit awards, privileges etc...)
- placing each student on an "All Clear" level at the beginning of the year
- inter-class encouragements such as assembly points
- class and/or school merit certificates
- parents invited to attend special presentation assemblies
- celebrations for students attaining success
- recognition through the Newsletter
- acknowledgement in local media
- Presentation Day awards - an Academic Achievement award in each class, five other awards per class, Special Awards (Years 2, 4 and 6)
- Sports Presentations
- Library awards

Practices to recognise student achievement / positive behaviour include:

- Bronze, Silver, Gold and Super Gold Awards which are earned for academic achievement and positive behaviour.
- Students are awarded merit points/certificates in class. Points/certificates are collected until student achieves the required amount for each level:

Bronze	Silver	Gold	Super Gold
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- **Students are presented with Bronze, Silver, Gold or Super Gold certificates at a special assembly.**
- Students achieving these awards may earn extra privileges. Names of students who have achieved Bronze, Silver, Gold and Super Gold are displayed in the classroom and in the school's newsletter.
- Students achieving a Super Gold award are rewarded by having morning tea with the Principal.

SUMMARY OF RESPONSIBILITIES

STAFF	PARENT	STUDENT
Teachers will intervene initially in instances of bullying through the three step process. The Principal, Deputy Principal will follow-up where required to impose sanctions in accordance with the school's Student Welfare and Discipline Policy.	To support the school's Anti-Bully Policy	To show respect, consideration and support of others. To comply with school and class rules in a positive way.
To monitor and track incidences of bullying and take appropriate action.	Parents and carers to report instances of bullying to the Principal or Deputy Principal.	To 'tell' if they are being bullied or if they see someone else being bullied.
To implement school programs which promote positive relationships and incorporate strategies in dealing with bullies such as the school's Social Skills Program.	To encourage their child to adopt learnt strategies in dealing with bullies.	To attempt to use the learnt strategies in order to address bullying.
To communicate bullying incidents with parents where necessary.	To instruct their child to 'tell' if they are being bullied.	To follow school assertiveness procedures and to tell teachers if they are bullied or if they may witness bullying.