

## ANTI-BULLYING POLICY

McDonald Park School is committed to giving every student the opportunity to achieve his or her full potential. The school will provide a positive culture where bullying, harassment and violence is not accepted, where everyone will have the right to be respected by others, the right to learn or to teach, and the right to feel safe and secure.

Therefore we take bullying seriously. This policy defines bullying and outlines the actions we take to eliminate it.

### Definitions:

- **Bullying** is repeated verbal, physical or social behaviour that is physically or psychologically harmful and involves the misuse of power by an individual or group towards one or more persons, undermining his or her well-being.
- Other types of bullying are non-verbal acts including gestures, sexuality or gender-based, racial, emotional, extortion and exclusion.
- Bullying may occur face to face, electronically (cyber bullying) or as a bystander.
  
- **Cyber bullying** is bullying which uses e-technology including internet services such as Facebook, chat rooms and email, and mobile phone technologies including texting, as a means of victimising others. The commitment of the school extends beyond 'school hours' to accommodate the 'out of school hours' use of e-technology.
- Cyber bullying behaviours are teasing and being made fun of, spreading rumours online, sending unwanted messages, defamation.
  
- **Harassment** is behaviour that offends, humiliates, intimidates or creates a hostile environment, annoying another person and/or causing another person to feel hurt or uncomfortable. Types of harassment include sexual harassment, and harassment targeting race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or ability or disability.
  
- **Discrimination** involves unfavourable treatment of one person by another based on prejudice, especially involving race, colour, religion, gender or sexual preference

### STRATEGIES WE USE TO DEAL WITH BULLYING BEHAVIOUR

#### Rights and Responsibilities Statement

All children have the right to:

- ◆ a safe and orderly learning environment,
- ◆ develop self-discipline and grow in self-esteem, leading to a respect for the rights and feelings of others and responsibility for their own actions.

Since rules are closely related to rights, our classroom and school principles are based on MARBLES:

Manners  
Attitude  
Respect  
Body Language  
Effort  
Smile

By using MARBLES' actions and language we show that we are proud of ourselves and that we care for all people and their property so we:

- ◆ Are cooperative, caring, kind and friendly towards others.
- ◆ Encourage others by giving compliments.
- ◆ Share equipment and the environment.
- ◆ Take turns and try to solve problems cooperatively.
- ◆ Respect others and their belongings and our school environment.

### **Things we can do to reduce bullying:**

Prevention strategies include:

- ◆ Using the curriculum to teach students about respectful relationships and diversity eg child protection curriculum.
- ◆ Teaching students about violence prevention, conflict resolution and problem solving eg Program Achieve, Rugrats, Bounce Back, Coolness Under Pressure, Child Protection Curriculum and Setting Up For Success.
- ◆ Provide opportunity for students to have a say in their learning eg class meetings, SSC, SRC, Little Leaders.
- ◆ Provide fluoro vests to make staff more visible in the yard.

Intervention strategies include:

- ◆ Counselling students who have been bullied or who have bullied.
- ◆ Talking with parents or caregivers about the situation.
- ◆ Putting consequences in place for those who bully others.
- ◆ Teaching students strategies to counter bullying incidents.
- ◆ Ensuring that staff know how to deal with bullying effectively and respectfully using restorative processes.
- ◆ Peer Mediation Program – Happy to Help (H2H) Team.

Post-intervention strategies include:

- ◆ Using restorative agreements and/or rainbow room to rebuild relationships.
- ◆ Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- ◆ Keeping parents and caregivers informed.
- ◆ Reviewing our behaviour procedures to make sure they are effective.
- ◆ Dealing with hotspots in the school.
- ◆ Reviewing and evaluating behaviour codes and policies.

## **REPORTING AND DEALING WITH BULLYING**

### **What can you do about bullying?**

If you are being bullied or know someone who is being bullied, report it to a trusted adult eg your teacher, the school counsellor, the principal, a deputy principal, your parents or caregivers.

### **How to report**

Tell the trusted adult where the bullying happened, how often it has happened and what you have done to try to stop it happening.

### **When to report**

Report the bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it may get worse.

## What we will do about incidents of bullying.

- ◆ Listen and talk to the person who has been bullied and the person who has bullied others.
- ◆ Put negotiated consequences in place for the person who has been bullying others. These may include time out, suspension or exclusion.
- ◆ Invite the students involved to the rainbow room to problem solve the situation.
- ◆ Hold a restorative conference to help everyone involved to improve their relationships with each other.

It is important to note that these steps may differ in each situation. At McDonald Park 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.

## EVALUATING THE POLICY

The Student Wellbeing Committee will use tools from the NSSF to monitor the effectiveness of our anti bullying policy e.g. 'Bullying Audit'.

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