

East Marden Primary School

Anti-Bullying & Harassment Policy

School Vision

East Marden Primary School aims to be a positive and inclusive community of learners in which all members are encouraged and supported to the values of **respect, integrity, creativity, persistence and resilience**.

Bullying is:

- **repeated and ongoing**, unjustifiable behaviour that may be physical, verbal or psychological
- intended to cause fear, distress or harm to another
- intended to take away someone's power or safety
- conducted by a more powerful individual or group against a less powerful individual or group
- Using racist remarks towards others (racism-Offensive or aggressive behaviour to members of another race stemming from such a belief. We do not tolerate racism in any form.)

Harassment is:

Harassment is behaviour that targets an individual or group due to their:

- identity, race, culture or ethnic origin
- religion
- physical characteristics
- gender
- sexual orientation
- marital, parenting or economic status
- age
- ability or disability.

It offends, humiliates, intimidates or creates a hostile environment. It may be:

- an ongoing pattern of behaviour or a single act
- directed randomly or towards the same person(s)
- intentional or unintentional.

At East Marden Primary School we have identified 5 types of bullying:

- **Verbal Bullying**- teasing, name calling, spreading rumours, swearing at someone, telling nasty stories and laughing and giggling at someone.
- **Physical Bullying**-hitting, shoving, kicking, pinching someone, pulling hair, throwing things at others & damaging other people's property.
- **Exclusion Bullying**-ignoring a person, telling secrets, leaving a person out of a game, ganging up on someone, not sharing seats or pretending the seat is taken and running away from someone.
- **Threatening Behaviour**-threatening to hit someone, giving mean or dirty looks,

threatening to 'get' someone or giving rude or nasty hand signals.

- **Cyber-Bullying**- Sending inappropriate, rude, harmful or threatening comments or pictures through; text messaging, emails and social networking sites and apps.

Roles and Responsibilities: What we do to reduce bullying?

STAFF:

Our prevention strategies include:

- Child Protection and Health and PE Curriculum which teach students about conflict resolution, impulse management and problem solving.
- Teaching students how to play safely and increase their PERMA+ (Positive Education Framework)
- Explicitly teaching students grievance procedures and giving them opportunities to use them.
- Student Voice is a whole school focus where students are given many opportunities to make decisions about their school through SRC and class meetings.

STUDENTS:

- Use grievance procedures and talk to a staff member straight away if they are not feeling safe

- Report bullying immediately.
- Do not retaliate but try and solve the problem and engage in restorative justice procedures
- Talk to leadership staff, their teachers
- If someone uses the grievance procedures with you, you need to stop straight away.
- Student fills out a Wellbeing Agreement

- Do not talk to other families or the other child involved.
- Listen to your child and ask how their day went using open-ended questions.
- Take time to discuss friendships and relationships.
- Learn about our grievance procedures so you can support your children.
- Families should/need to report bullying when they see it or hear about it.

BYSTANDERS:

If you see another student being bullied you could...

- Let the person doing the bullying know that what they are doing is bullying.
- Refuse to join in with their bullying and report it.
- Support the person who is being bullied by:
 - asking the bully to stop
 - taking the victim away from the situation
 - reporting it
- Ask a teacher or support person for help.

Support your friends and protect them from bullying by being there for them.

If you see bullying you must report it straight away. It is everyone's responsibility to stop bullying!

FAMILIES:

- Stay calm if there is a problem and speak to a staff member.

Communication is very important in stopping bullying.

What We Do at EMPS When Bullying Occurs

- Listen and talk to both the person who has been bullied and the person who has bullied others.
- Talk to any witnesses.
- Put negotiated consequences in place for the student who has been bullying others.
- Provide counselling and follow up support.
- Contact families using formal and informal processes depending on the issue and its severity.
- Student fills out a Wellbeing Agreement and discusses with member of the leadership team and their teacher

Cyber safety

All parents are required to sign a Cyber Safety Use Agreement for their child

Breaches of this agreement may result in:

- Parents notified of breach
- Withdrawal of computer privileges
- Possible intervention by police
- Suspension, or exclusion

Breaches may include wrongful use of equipment, email, web sites, social networking sites, taking photos/videos or uploading of them, software, mobile phones and cameras, video cams or any other messaging device.

For further details please consult Cyber Safety Agreement.

Anti-Bullying and the Curriculum

All children will participate in lessons that promote an understanding of bullying, its types and its possible causes. They will learn about the misuse of power and how to eliminate it in the classroom and school yard.

These will include, What's the Buzz?, Bounce Back, Bullying no Way and DECD Child protection curriculum.