



Acting Principal : Penny Wilde

Anti-bullying Policy

Pimpala Primary School aims to be a healthy and collaborative community of learners in which all members are encouraged and supported to live by the values of Communication, Respect, Excellence, Responsibility and Friendship.

We are committed to being a safe and supportive school community, where the risk from all types of harm is minimised, diversity is valued, and all members of the school community feel respected and included.

At Pimpala Primary School we regard bullying, including harassment, violence, discrimination and online bullying as extremely serious. Pimpala has an inclusive school community, and as such, consideration is given to tailoring our programs and responses to respect Students with Disabilities, Aboriginal and Torres Strait Islanders, Students under the Guardianship of the Minister etc.

The information in this policy explains what bullying is, how you can report it, and what can be done about it.

Definition of Bullying

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).

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying. However, these conflicts still need to be addressed and resolved.

Behaviours that do not constitute bullying include:

- mutual arguments and disagreements (where there is no power imbalance)
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence.

Signs of Bullying

Signs a teacher might notice:

- becomes aggressive and unreasonable
- starts getting into fights
- refuses to talk about what is wrong
- school grades begin to fall

Sometimes bullying can be less obvious. Signs could include:

- student is often alone or excluded from friendship groups at school
- student is a frequent target for teasing, mimicking or ridicule at school
- change in the student's ability or willingness to speak up in class and appears insecure or frightened

Signs a parent might report:

- doesn't want to go to school
- changes their method or route to school or are frightened of walking to school
- changes in sleep patterns
- changes in eating patterns
- frequent tears, anger, mood swings
- unexplained bruises, cuts, scratches
- missing or damaged belongings or clothes
- arriving home hungry

Online bullying (sometimes referred to as cyberbullying) is bullying carried out through the internet or mobile devices.

Definition of Harassment

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

Examples of Harassment

Some examples of harassment include where students:

- ridicule someone who doesn't speak English
- tease someone who wears different clothes due to religion/beliefs
- make suggestive comments or insults based on sex
- make fun of someone who needs a wheelchair or walking frame for mobility
- put down someone who is obese or very thin
- tell offensive jokes deliberately to put down a particular societal group

Definition of Discrimination

Discrimination occurs when people are treated less favourably than others because of their:

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

Examples of Discrimination

Some examples of discrimination include where students:

- exclude children of a different culture from a friendship group
- don't let children of a different race sit near them at lunch
- refuse to include a student with a disability in their game

Discrimination interferes with the legal right of all people to be treated fairly and have the same opportunities as everyone else

Definition of Violence

Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. It may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Violence can fall into three basic categories:

- self-directed violence (e.g. self-abuse and suicide)
- collective violence (e.g. social and political violence including war and terrorism)
- interpersonal violence (e.g. family and intimate partner violence, community violence involving an acquaintance or stranger)

Examples of Violence

Some examples of violence a teacher may observe include:

- throwing items
- pushing
- grabbing
- kicking
- biting
- hitting with fists
- using a sharp instrument
- hitting with an object
- pulling hair

It is important to remember that bullying and violence are not the same issue. Violence is often an outcome and is certainly an arm of bullying. If bullying can be addressed in its earlier stages, then many instances of violence could be prevented. It is important that bullying and violence are treated as separate issues with their own responses, but both issues are as important as each other and both can have a devastating effect on young people.

All bullying is wrong and must be stopped

Our school has a Behaviour Code that supports student safety.

If you are bullied this is what you should do:

- In the first instance try to ignore the insults by walking away.
- Do not answer back with verbal or physical violence.
- If safe, tell the person to stop the behaviour.
- Tell someone you can trust.
- If you are a witness to bullying immediately refer what has happened to an adult.

Who to report it to

If you have been bullied, you need to tell someone you can trust so that they can help you. Tell your teacher, the School Counsellor, Principal, SSO or a professional counsellor in an outside agency. Tell your parents or caregivers too.

Report the bullying to a trusted adult **as soon as it happens**.

How to report

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

What should parents do about bullying?

- Discuss the problem with your child.
- Discuss the problem with their teacher and a member of the Leadership Team.
- Advise your child but try not to do everything in his or her place. If you take over completely your child will believe they have no skills to stop bullying. Our goal is to teach these skills to minimise repeat incidents.
- Do not encourage verbal or physical violence as a suitable means of defence.
- Do not trivialise the problem.
- Guide your child towards out of school activities. Having friendships outside of school is known to build self-confidence and resiliency levels.

What we do about incidents of bullying

- We will listen and talk to the person who has been bullied. Negotiation with the person will determine what process occurs next. It is vital that they feel empowered in order to build confidence and self-worth.
- If agreed, we may use a process called a 'restorative chat' to help those involved understand each other better and improve their relationships with each other OR use another proactive strategy.
- We will put negotiated consequences in place for the person who has been bullying others. These may include a sincere apology, a signed contract between the students' involved, restricted play, time-out, take home or suspension. In these instances, parents will be contacted.

What we do at Pimpala Primary School to reduce bullying

Prevention strategies include:

- Using our Values Education program and the Child Protection Curriculum to teach students about respectful relationships, taking responsibility for their own actions, the importance of friendly, caring interactions with others and developing their own self-worth and that of others.
- A range of age appropriate proactive programs will be used (eg. Senseability, Bounce Back, What's the Buzz?)
- Developing resilience by teaching students about bullying, conflict resolution, anger management and problem solving in class, in small groups or individually as required.
- Teaching for and about diversity.
- Developing programs to help students participate and have a say in their learning.
- Providing professional learning for staff in new techniques and resources such as Restorative Practice, Circle time and Values Education.

A Restorative Chat

This is a process used to address wrongdoing at Pimpala where we aim to repair relationships. Both parties firstly need to understand what has happened and who has been affected. Questions are asked of both parties:

To the wrongdoer

- What happened?
- Who do you think has been affected by what you did? In what way?
- What do you need to do to make things better?
- What can you do differently so that this does not happen again?

To the affected person

- What happened?
- How did you feel when this happened?
- How has this affected you?
- What needs to happen to make things better?
- How can we make sure this doesn't happen again?

We then look to the future. A sincere apology may be made or a consequence given in order to repair damage done to the relationship. Measures, such as a signed contract may be drawn up, aiming to guide students and prevent the bullying behaviour arising again. Students generally leave this meeting feeling optimistic that things have changed and hopeful of a better future.

Self-worth remains intact for both parties.

Resources:

The Safe School's Framework

www.mceetya.edu/ai/verve/resources/natsafeschools

SA Department for Education and Child Development

www.decd.sa.gov.au/speced2/pages/bullying/bullyharassment

Australia's Safe and Supportive Schools Website

www.bullyingnoway.com.au