



Lockleys North Primary School

Anti-Bullying and Harassment Policy

Bullying behaviour is totally unacceptable at Lockleys North Primary School. Everybody within the school community has a shared responsibility to act against bullying.

Rationale

At Lockleys North Primary School (LNPS) every person in our community has the right to feel safe and be safe. Our school will provide a safe, inclusive and supportive learning environment free from bullying, harassment and violence. Children will be happy, confident and successful learners. We expect all members of our school community to treat each other with respect and dignity. Bullying, harassment and violence is not acceptable and will be dealt with seriously and appropriately.

LNPS Behaviour Anti Bullying Policy adheres to all learning spaces, all students, and all staff. A common and consistent approach to anti-bullying and harassment ensures effective, efficient and consistent school-wide practices.

Aims

- To promote positive peer relationships
- To promote pro-active strategies to reduce the incidences of bullying
- To counter the view that bullying is an inevitable part of school life
- To provide staff, students and families with options to respond to bullying
- To promote a sense of community belonging and responsibility
- To create a caring climate, which reflects our school values of **Honesty, Respect, Care, Concern and Excellence**

What is Bullying?

Bullying is **repeated** verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying can have long-term effects on those involved including bystanders. **# Conflicts between peers are not defined as bullying.**

- Bullying involves one or more students exerting power or dominance over another or others
- Bullying behaviour is deliberate, unwelcome, uninvited and **repeated**
- Bullying involves behaviour which is physical, verbal or social
- Bullying includes a wide range of behaviour that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid
- Bullying can have a serious long-term effect on the health and wellbeing of people

Students at Lockley North Primary School say bullying is when someone:

- has their belongings interfered with,
- is called hurtful or racist names
- is hit, kicked or pinched
- has rumours spread about them
- is sent nasty notes, texts or emails
- is teased because of looks, culture, gender, religious beliefs or abilities
- is picked on or threatened
- is being teased about the way they look or act
- is being avoided or excluded from games/groups
- posts or sends images of someone else via social media without them knowing

Forms of Bullying

At Lockleys North Primary School children are taught to identify three forms of Bullying:

- **Physical:** hitting, kicking, theft etc.
- **Verbal:** name calling, racist remarks, put-downs, threats etc.
- **Social:** spreading rumours either verbally or electronically, (cyber bullying) deliberately excluding from social groups, body language etc.



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Cyber Bullying

Cyber bullying (or online bullying) is using modern communication technology to deliberately and repeatedly harass, humiliate, embarrass, torment, threaten, pick on or intimidate someone. Cyber bullying includes bullying by mobile phone, text messages, email, or through social networking sites such as Facebook. Examples of cyber bullying may include sending anonymous threatening emails, spreading rumours to break up friendships, or setting up an unkind online discussion.

As part of the enrolment process all students are required to have parents / caregivers sign a Network User Agreement. Students involved in cyber bullying will have their access to internet and email at school reviewed and restricted.

Harassment

Harassment is behaviour that offends, humiliates, intimidates or creates a hostile environment by targeting 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

BYSTANDER

Being a bystander and watching or encouraging bullying by others is also unacceptable.

This school does not accept that it is ok to stand by and watch a fight or intimidation of others.

Harassment may be an ongoing pattern of behaviour or a single act, directed towards an individual or group. Harassment may be intentional or unintentional and use specific words or actions that offend and distress another person.

Harassment may be regarded as minor or harmless by some, but has the potential to cause significant harm to individuals or groups effected or targeted.

Symptoms of Bullying and Harassment

Sudden changes in a child's behaviour '**may**' indicate the possibility of bullying.

Examples may include when the child:

- Becomes frightened of walking to and from school alone
- Changes their usual route between home and school
- Does not want to travel on the school bus Begs parents to drive them to school
- Becomes unwilling to attend school
- Begins feeling ill in the mornings
- Begins truanting
- Begins doing poorly in their school work
- Comes home with clothes or belongings damaged
- Comes home complaining of hunger
- Becomes withdrawn, starts stammering, lack confidence
- Becomes distressed and anxious, stops eating
- Cries themselves to sleep, has nightmares
- Has their possessions go missing
- Asks for money or begins stealing
- Continually loses pocket money
- Refuses to talk about 'what is wrong'
- Has unexplained bruises, cuts, scratches
- Begins to bully other children, siblings
- Becomes aggressive and unreasonable
- Gives improbable excuses for any of the above issues



Shared Responsibilities to Address Bullying

Student Responsibilities	Teacher Responsibilities	Leadership Responsibilities	Parent/Carer Responsibilities
<p>If a student feels they are being bullied or has witnessed bullying behaviour they should:</p> <ul style="list-style-type: none"> • Tell the person that they are being a bully and to stop the behaviour. (See the 'ACT' Code) <p>Ask the person to stop... but if it continues</p> <p>Collect an eyewitness... but if it continues</p> <p>Take the eyewitness and report it to an adult</p> <ul style="list-style-type: none"> • Support the person who is being bullied (see the 'REPORT' Code) and seek support from a teacher at the time of the incident. <p><i>All students have a responsibility to:</i></p> <p>Respond by caring</p> <p>Eyewitness events</p> <p>Play it cool don't get caught up in it</p> <p>Offer support</p> <p>Remove the victim and report to a teacher</p> <p>Take care of the victim</p> <ul style="list-style-type: none"> • Refrain from bullying others • Report all on-going bullying 	<p>If a student reports a bullying incident or a teacher witnesses incidents of bullying, they should:</p> <ul style="list-style-type: none"> • Introduce the school's harassment and bullying policy to students at the start of each year and revisit on a regular basis. • Teach programs which support a harassment and bully free environment. • Respond to, and follow-up, all concerns expressed by students, families and other staff • Implement restorative strategies to manage inappropriate behaviour and resolve conflict. (Follow Behaviour Education Policy's - Responding to Behaviour Steps) • Maintain confidentiality • Listen and provide support to the victim by acknowledging the nature and seriousness of bullying behaviour. • Find out the background and attempt to resolve the incident. • Refer the incident to Leadership if necessary. • Offer follow-up care and support to the victim. • Support the school in implementing Student Behaviour Education Policy. • Keep Leadership informed of any on-going bullying. 	<ul style="list-style-type: none"> • Ensure that staff, students and families are familiar with the school's policy. • Support staff to respond to, and follow up concerns. • Respond to, and follow-up, all concerns expressed by students, families and other staff. • Ensure that all staff receive appropriate training and development to implement the school's policy. <p>If a referral involving bullying is reported to leadership, they should:</p> <ul style="list-style-type: none"> • Gather information from witnesses / bystanders. • Offer support to the victim of the bullying behaviour. • Offer support to the child bullying. • Record and monitor incidents of bullying behaviour. • Put in place Student Behaviour Education procedures as appropriate. (Follow Behaviour Education Policy's - Responding to Behaviour Steps) • Report serious incidents of violence to police. • Contact parent /s of the student who has been bullying others. • Contact parent /s of the victim. • Keep the class teacher informed / involved. • Keep parents informed / involved. • Encourage victim or witnesses to report similar behaviour if repeated. • Monitor the welfare of those involved. 	<p>If a parent / caregiver believes that their child is being bullied, they should:</p> <ul style="list-style-type: none"> • Encourage their child to report any incidents of bullying or harassment. • Try to gather information related to the bullying. • Contact the school to discuss their concerns as soon as possible. • Support the school in a collaborative and caring manner. • Actively participate in meetings in order to address the issues. • Keep the school informed of any on-going bullying. • Follow the Parent Grievance Procedures if unsatisfied with the outcome. <p>If a parent / caregiver believes that their child is involved in bullying others, they should:</p> <ul style="list-style-type: none"> • Try to gather information related to the bullying. • Contact the school to discuss their concerns as soon as possible. • Support the school in a collaborative and caring manner. • Actively participate in meetings in order to address the issues. <p>If you are concerned that your child is a victim of bullying behaviour please make an appointment to speak to the classroom teacher or leadership as soon as possible. The educational, social and emotional wellbeing of the child is the first priority of staff.</p>



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Wellbeing and Bully Audit

A whole school Wellbeing and Bully Audit is conducted at Lockleys North Primary School in week 9 each term to provide an opportunity for children to raise issues of bullying and harassment. This process enables the school to monitor issues and to respond with appropriate programs and strategies to maintain positive relationships between all students.

Students complete the audit form individually in the classroom. If a child is unable to complete the form they are able to take it home and receive assistance from their parent / caregiver or assistance will be offered by an adult at school. The survey asks each student to identify times they may have been bullied or have witnessed bullying both in the class and in the yard.

The results of the audit are then compiled. If students have been identified on five or more occasions a Parent Meeting may be requested and a plan established to support the child in making positive behavioural choices.

Data obtained from the audits is used to support the review and improvement of our policies and procedures and is reported to the school community and Governing Council.

Learner Wellbeing

At LNPS we believe all students need the best opportunities to grow and learn. All staff will use *TfEL* and *the Learner Wellbeing Framework* to guide effective practices in improving learner achievement, engagement and wellbeing. This agreement ensures a common understanding, consistent approach and shared commitment to learner wellbeing.

The Learner Wellbeing Framework can be located in Staff Drive (T); 1.General School Admin; 12. Learner Wellbeing; LNPS Learner Wellbeing Framework



Wellbeing and Bullying Early Years Survey

Adult to read to student:

At Lockleys North Primary School bullying is defined as ... **deliberately hurtful behaviour, repeated over a period of time, which leaves the victim feeling threatened, upset or hurt.**

Name:

Year Level:

LA:

1. How I feel when I'm at school (Please circle)



Teacher/Student Comments:

2. How I feel in my classroom (Please circle)



3. How I feel at recess and lunch (Please circle)



4. I feel safe..... (please circle ALL places you feel safe)



Playground



Oval



Outdoor Learning Area



Toilets



Sandpit



Basketball Court



Classroom



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5. Have you been *deliberately* hurt by another child at school?

Yes

No

6. What did this person do? (circle)



Hit or kick me



Call me names



was unsafe



Threaten me

Names:

7. Where does the bullying usually occur?



Classroom



Sandpit



Playground



Toilets



Oval



Outdoor Learning Area



Basketball Court

Teacher/Student Comments:

8. When does the Bullying usually occur?

Before School

Recess

Lunch

During lesson

After School

9. Has the bullying stopped?

Yes

No



Wellbeing and Bullying Primary Years Survey

The information collected in this audit will be used to create a safer school environment for all students. Although there is a space for you to record your name, you may choose not to. When you have completed the questions, hand this sheet to your class teacher.

At Lockleys North Primary School bullying is defined as ... deliberately hurtful behaviour, repeated over a period of time, which leaves the victim feeling threatened, upset or hurt.

Have you been bullied this term

NO (If no, thank you, your survey is finished)

YES (If yes, please continue to complete the survey)

What does the bully usually do?

- Call Names
- Hit
- Kick
- Threaten
- Push
- Put Downs

- Text Message
- Email
- Social Media
- Tease
- Exclude you
- Spread rumours
- Other _____

Names:

Where does the bullying usually occur?

- In classroom
- On the oval
- Library
- Playground
- Around the Buildings
- Toilets
- Online
- Other: _____

When does the Bullying usually occur?

- On the way to school/home
- Before school 8:30-8:50 am
- Recess
- Lunch
- During lesson
- After School 3:10-:3:30 pm
- Other: _____

How often has the bullying occurred?

- Once
- 2-3 times
- 4-5 times
- Most days
- Every Day

What strategies have you used to keep yourself safe?

- Ignored the behaviour
- Asked the bully to stop
- Moved / Kept away from the bully
- Told a SCHOOL adult
- Told a HOME adult
- Other: _____

Has the bullying stopped?

YES

NO

Other Comments: