



# Blackwood Primary School

## Anti-Bullying & Anti-Harassment Policy

Feb 2016

### Definition of 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.

### Definition of Harassment

Harassment is behaviour that offends, humiliates, intimidates or creates a hostile environment and 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; and/or ability of disability. Harassment may be an ongoing pattern of behaviour or it may be a single act.

### Definition of a bystander

A bystander is someone who sees the bullying or knows that it is happening to someone else.

Bystanders can be identified in the following categories:

**Supporters**—Support the person bullying, either by helping the child to bully the other person or by encouraging the person bullying

**Spectators**—Gather or deliberately stay to watch the incident (sometimes from concern and sometimes for enjoyment)

**Witnesses**—Are aware that the incident is occurring (know about the bullying or see it from a distance)

### Bullying/Harassment

Blackwood Primary School does not tolerate abuse/bullying/harassment of:

- Parents and parents
- Parents and teachers
- Staff and parents
- Staff and Staff
- Parents and students
- Students and parents
- Staff and students
- Students and Staff
- Student to Student

### What are the signs of Bullying/Harassment?

- Not wanting to come to school
- Anxious, fearful or over-reactive/violent
- Low Self-esteem and makes negative comments about him/herself
- Lower interest and performance in school
- Injuries, bruising, broken things
- Unhappy, irritable, or little interest
- Trouble sleeping, nightmares, bedwetting
- Expresses threats to hurt self or others.
- Headaches and stomach aches
- Distracted in class/lack of eye contact
- Easily distressed

### Examples of Bullying/Harassment

Physical	<ul style="list-style-type: none"> <li>• Hitting, slapping, punching</li> <li>• Kicking</li> <li>• Pushing, strangling</li> <li>• Spitting, biting</li> <li>• Pinching, scratching</li> <li>• Throwing objects</li> <li>• Getting another person to harm someone</li> </ul>
Non-Physical	<ul style="list-style-type: none"> <li>• Mean or hurtful name calling</li> <li>• Hurtful teasing</li> <li>• Demanding money or possessions</li> <li>• Forcing others to commit offences such as stealing</li> </ul>

Non-Verbal	<ul style="list-style-type: none"> <li>• Threatening or obscene gestures</li> <li>• Deliberate exclusion from a group or activity</li> <li>• Removing and hiding and/or damaging others' belongings</li> </ul>
Cyber	<ul style="list-style-type: none"> <li>• Mean or hurtful emails, text messages, multi-media messages, chatroom conversations, social media</li> </ul>
Racial/Religious/ Sexual/Disability	<ul style="list-style-type: none"> <li>• Inappropriate touching and/or actions</li> <li>• Inappropriate suggestions, conversations and/or comments.</li> </ul>

## **What can you do as a student?**

***(If you are being bullied or you see someone being bullied)***

- Tell the person who is bullying to stop. State quite clearly that the behaviour is unwanted
- Ignore them and walk away
- Seek help. Talk about it to someone you trust
- Be a friend to the person being bullied
- Report it to a member of staff, a trustworthy friend or buddy. Feel confident that it can be solved.
- Encourage the person being bullied to tell someone
- Talk it over openly with your parents—they can help you make a decision
- DO NOT retaliate with physical or verbal abuse
- If you are experiencing bullying on the way to or from school, tell your teacher and your parents.

## **If you are bullying.....**

**Step 1** - You will be spoken to by your classroom / yard duty teacher. You will be given the opportunity to resolve the situation and discuss the issue with the person you bullied. The name of the bully and victim will be recorded at school and on EDSAS

**Step 2** - If you continue to bully, you will see the Principal or Deputy Principal and your parents will be notified.

**Step 3** - If you are found to be bullying again, the following may occur:

- in school isolation (recess and lunch)
- letter home to parents and a parent interview
- counselling program
- loss of privileges

**Step 4** - If bullying continues your parents will be required to come into the school and suspension will follow.

***There may be occasions when cases involving bullying will be accelerated through these stages eg violent acts of aggression***

## **How can you help?**

***As Parents You Can:***

- Be aware of signs of distress in your child.
- Assist your child to discuss the problem with the school.

- Discourage any planned retaliation, either physical or verbal, by discussing positive strategies they can use.
- Be positive about your child's qualities and encourage your child to be tolerant and caring.
- Focus on building resilience
- Be open-minded and work with the school to find a solution.

**As Staff We Will:**

- Hold regular class meetings to proactively address issues.
- Adopt positive classroom management strategies and incorporate anti-bullying/harassment messages in the curriculum.
- Provide positive role models for students.
- Actively counteract bullying behaviour.
- Focus on the IB Learner Profile and the school's 4 expectations of Respect.
- Teach the Child Protection Curriculum.
- Respond appropriately to any reported incident of bullying/harassment.
- Share information at Staff meetings to ensure that all staff have an adequate understanding of the incidence of bullying and can support students appropriately.
- Be obviously present during recess and lunchtimes when we are on duty, as a deterrent to possible incidents of bullying
- Where appropriate invite outside agencies to be involved in educating about anti-bullying.
- Refer students to our School Counsellor for support and follow-up.

**We will conduct a whole school survey termly, in addition to the in-class discussions, to assess incidence of bullying in the school and use the data to target appropriate intervention.**

## Grievance Procedure

If you are unhappy with the outcome of an incident, please contact the school and refer to the Blackwood Primary School Grievance Procedure on our school website.



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