

At Norwood Primary School we will provide a positive culture where bullying is not accepted and in doing so, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.

Anti-bullying and Anti-harassment Policy

In reflecting the principles of social justice and equity, all students are entitled to have equal access to educational opportunities. To enable this to occur, Norwood Primary School continually works towards addressing bullying, harassment, discrimination and intimidation, and put into place positive acknowledgements which support all members of the school community.

A Definition of Bullying

Bullying at school is a serious matter and can seriously harm a child physically and/or emotionally. Bullying is the deliberate and repeated actions towards others which involve the misuse of power.

Bullying can be:

- Verbal: the child is called names, put down, threatened.
- Physical: the child is hit, tripped, poked, kicked, or belongings stolen or damaged.
- Social: the child is left out, ignored, rumours are spread (including the use of SMS on mobile phones or through the Internet: cyberbullying).
- Psychological: the child is stalked, or given dirty looks.

If Bullying occurs we may feel:

- Frightened, unsafe, embarrassed, angry or unfairly treated and our work, sleep or ability to concentrate may suffer.
- Our relationship with our families and friends may be affected and we may feel confused or not know what to do about the problem.

The offence of racism, bullying or harassment does not necessarily lie in the behaviour itself, but on its impact on the other person. The perpetrator needs to desist.

What can a student do about bullying at school?

If you are bullied or know someone who is being bullied, please talk to a trusted adult (your teacher, the senior staff or your parent/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 do staff do about incidents of bullying?

We work beyond a reactive approach to one that is integrated, proactive and sustainable.

- We listen to and talk to the person bullied and the perpetrator/s.
- We put negotiated consequences in place for the perpetrator/s. These may include 'time out', suspension or exclusion.
- We use programs/processes so that positive relationships are restored.

Programs/processes could involve the 'Method of Shared Concern', Restorative Justice, Program Achieve & Circle Time all of which help and support everyone involved. Each offers opportunities for strong social justice principles to be taught, each in its distinctive ways. The 'method of shared concern' is a process often used and recommended by counsellors.

Supported by teachers & leaders, issues are discussed openly and objectively with groups of children including both the bully and the bullied. This provides an opportunity to both sides to contribute to and listen to reactions to 'bullying' situations, develop empathy and negotiate appropriate outcomes. The process can be time consuming but is very powerful in terms of providing socially acceptable outcomes.

What we do at Norwood Primary School to reduce bullying?

Anti-bullying and Anti-harassment Policy

The whole community; students parents and staff, are aware of the school's position on bullying. This is achieved through information packs to new families, newsletter articles, policy update information, quality teaching programs and the teaching of values. If an incident of bullying happens at Norwood Primary School we are well positioned to deal with the issue through **prevention, intervention and post-intervention** strategies.

Prevention strategies include:

- Using the curriculum to teach students our school values about respectful relationships, civics and citizenship.
- Providing opportunities through **class meetings** and **Circle Time**, for students to discuss issues & concerns openly in a supportive environment.
- On going dialogue throughout the year with students about the school's guiding principles of Creativity, Community, Opportunity and teaching for and about Diversity.
- Developing programs to help students participate and have a say in their own learning.
- Teaching students about conflict resolution, anger-management and problem solving and promote student safety (eg. social skilling program-**Play is the Way**).
- Having in place induction for new students and staff to ensure they understand the school's vision.
- Distribute policy to parents making explicit the statement, guidelines and policies that underpin it.
- Providing professional Development for staff in collaboration with local agencies

Intervention strategies:

- Important Leadership Team role in documenting, managing & monitoring incidents and liaison with parents/caregivers.
- Both perpetrator and victim counselled and supported by staff.
- Consequences implemented consistent with the school's behaviour management structures.
- Teaching students to be empowered bystanders
- Professional development for staff relating to bullying, harassment and the strategies that counteract them.

Post intervention strategies:

- Ongoing monitoring of identified students who engage in bullying and liaison with parents to ensure strategies are in place to modify behaviours.
- Ensure students at risk are safe and well-being is maintained
- Regularly reviewing our behaviour management policy that sets out the expectations for student behaviours and the consequent strategies for inappropriate behaviours.

At Norwood Primary School we believe

- Bullying is the deliberate abuse of power.
- Bullying is not a normal part of growing up or part of any 'toughening processes' that a child has to go through.
- Bullying is not simply about difference. It may occur because of people's inability to accept and value difference.
- Bullying is everyone's business. Just because it has always happened is no reason to let it continue.
- Bullying can seriously affect wellbeing and engagement. Students will find it difficult to engage with learning programs if significant physical, social and emotional issues distract them.

Strategies To Deal With Bullying

Anti-bullying and Anti-harassment Policy

At Norwood Primary School we will:

Openly talk about bullying – what it is, how it affects us and what we can do about it.

- Teach our students the skills which build their self esteem and empower them to act responsibly for themselves – and give them the opportunity to practice these skills.
- Implement the policy which clearly states what actions we will take to deal with bullying behaviour.
- Teach students our school values with particular emphasis in the early part of the year and term.
- Know and use our policies including anti bullying and anti harassment policy.

Responsibilities of staff:

- Be good role models in words and action at all times.
- Ensure that classroom management practices are consistent with NPS policy.
- Deal with all reported and observed incidences of bullying/harassment as set out in the policy.
- Ensure that students are supervised at all times.
- During yard duty make efforts to monitor student behaviour and minimize the occasions/opportunities for bullying/harassment.
- Arrive at class on time and move appropriately between lessons including specialist lessons.
- Report incidences of bullying to the leadership team if this is warranted.

Responsibilities of students

- To 'tell' (parent, teacher, staff member) if they are being bullied or if they see someone else being bullied – both at school and on the way to or from school.
- To help someone who is being bullied whilst keeping yourself safe.
- Not to bully others or be a passive bystander whilst others bully.

Responsibility of parents

- To watch for signs that their child may be being bullied eg. Unwillingness to attend school or a pattern of headaches/missing equipment/damaged clothes or bruising.
- To speak to someone on staff at Norwood Primary School if their child is being bullied, or they suspect that this is happening (classroom teacher is first port of call).
- To encourage their child to 'tell' if they are bullied.