



Highbury Primary School

HIGHBURY PRIMARY SCHOOL

ANTI-BULLYING POLICY



Highbury Primary School

Ratified by Governing Council on 17/5/16 to be reviewed 17/5/18

At Highbury Primary School bullying is taken seriously, consequences will be applied and prevention and intervention strategies implemented. This policy applies to children, parents/carers, volunteers and the wider school community. Adults are asked to follow the Grievance procedure if issues arise.

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. Conflict or fights between equals and single incidents are not regarded as bullying however, we do address such incidents. Bullying in any form or for any reason can have long-term effects on those involved, including bystanders.

Examples

- Physical: hitting, pushing, touching, grabbing, looks, stares, facial expressions, gestures, spitting, taking or damaging property.
- Verbal or written: spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, spreading rumours.
- Graffiti: using pictures, tags or words.
- Social: forming groups to leave out, ignore and disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying or harassment.

Cyber-bullying is bullying which uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies- such as e-mail, chat room discussion groups, instant messaging, web pages or SMS (text messaging)- with the intention of harming another person.

Examples

- Communications that seek to intimidate, control, manipulate, put down or humiliate the recipient.
- Highbury has a 'Network User Agreement' – see separate document.

What can you do about bullying?

- If you are bullied or you know someone who is being bullied, please report it.

Who to report to

- Tell your teacher, a leadership member or a professional counsellor in an outside agency. Tell your parents or caregivers too.

How to report

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

Signs of being bullied

Children who are being bullied may not always tell adults. They may be afraid or ashamed. A change in behaviour may be a signal that they are being bullied or they have some other concerns. Some signs of being bullied may be:

- not wanting to go to school
- finding excuses for not going to school, eg feeling sick
- wanting to go to school a different way to avoid the children who are bullying them
- being very tense, tearful and unhappy after school
- talking about hating school
- tearfulness, anxiety or difficulty sleeping
- bruises or scratches
- talking about not having any friends
- refusing to tell you about what happens at school



- Hiding information on mobile phones, emails or in comments on their social network pages.

Your child may show other signs of unhappiness as well eg problems with sleeping. These signs may not necessarily mean being bullied but you need to investigate what is worrying your child.

What does our school do about incidents of bullying?

At Highbury Primary School we will listen to the person who is being bullied and the person who exhibits bullying behaviours.

- We use a restorative justice model such as 'The Way to A' and using our school values to ensure that all involved in the bullying will be able to feel their concerns are listened to and acted on. All participants will be offered an opportunity to tell their story.
- We put in place negotiated consequences for those students who bully. These may include attending Taking Responsibility Centre, separate play zones, office or classroom time out where the child reflects on his/her behaviour, counselling, parent meetings, suspension or exclusion.
- We follow our agreed Grievance Procedures. Parents can access this information on our website and Skoolbag app.
- We ensure that our practices and responses to bullying behaviour take into account the age, ability, social and emotional development and experiences of students.

What we do at Highbury Primary School to reduce bullying?

At Highbury Primary School we use **prevention, intervention, and post-intervention** strategies.

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships, responsibility and civics and citizenship, communication.
- Our school values of respect, responsibility, persistence and resilience are considered valuable social pillars on which to build a school community on mutual respect and care.
- The Way to A, is logical, and systematic strategy that clarifies and sequentially teaches the child how to manage his behaviour by engaging in forethought and self-analysis before acting out.
- Teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policy procedures which promote student safety including the Network User Agreement.
- Teaching for and about diversity and tolerance.
- Providing professional learning for staff in collaboration with local agencies.
- Police and other organisation incursions with a focus on safety and wellbeing.

Intervention strategies include:

- Counselling students who have been bullied
- Talking with parents or caregivers of all students involved about the situation
- Putting consequences in place for those who bully others
- Teaching students to be responsible bystanders
- Ensuring that all staff know how to address bullying effectively and respectfully

Post-intervention strategies include:

- monitoring the situation closely between the students to ensure that their safety and wellbeing are maintained
- talking with parents or caregivers about strategies
- reviewing our yard duty procedures to make sure they are effective and pro active
- dealing with hotspots in the yard

Further support:

www.bullyingnoway.com.au

Kids Help Line: 1800 551 800

DECD Parent Help Line: 1800 222 696

Child and Youth Health Parent Help Line: 1300 364 100

At Highbury we believe the prevention of bullying is everyone's business. We work alongside other DECD schools, school communities, services and agencies to create learning communities which are:

Safe Inclusive Conducive to learning Free from harassment and bullying