



# Falls Road Primary Independent Public School

Challenge the Present – Create the Future

## Bullying Policy

### What is Bullying?

**Bullying is defined as any repeated behaviour that is designed to hurt, intimidate or threaten another person**

NOTE: Bullying **IS NOT** one-off incidents (i.e. mean behaviour)

### Types of Bullying

Bullying usually fits into 3 distinct categories:

1. **Physical Bullying** – hitting, pushing, kicking, taking or damaging someone else's property etc...
2. **Verbal Bullying** – name calling, teasing, swearing, threatening, discriminating due to race, colour religion, appearance etc...
3. **Social Bullying** – spreading lies and rumours, exclusion from groups or games, cyber bullying (text messaging, chat forums, Facebook, YouTube etc...)

### Understandings about Bullying

- Bullying will not be tolerated under any circumstances by staff and students of Falls Road Primary School;
- Falls Road Primary School believes that the working environment for students and staff should be safe and free from bullying, harassment or violence of any kind;
- All staff and students have a fundamental right to feel safe;
- All staff and students have the right to expect fair and equitable treatment;
- The school will proactively teach strategies designed to combat bullying;
- The school actively strives to prevent any type of discrimination – race, culture, religion, gender, language, disability, sexuality or physical attributes;
- The school actively strives to prevent the use of power – physical, verbal, sexual and psychological; and
- Staff at Falls Road Primary School should actively model and reinforce non-bullying or appropriate behaviour

### Elements of Bullying Behaviour

1. Wanting to hurt someone
2. Acting on this desire to hurt someone
3. Wanting to feel a sense of power over another person
4. An imbalance of power
5. Not having a reason for a bullying behaviour
6. Is a repeated, persistent behaviour
7. The bully gets pleasure from hurting the victim

### Strategies for dealing with Bullying

- Openly talk about bullying – what it is, how it affects us and what we can do about it
- Explicitly teach strategies for dealing with bullying and building social skills – **PATHS (Kindergarten) and Bounce Back (Pre-Primary – Year 6)**
- Follow the process outlined in this policy to deal with incidents of bullying

### Responsibilities of Staff

- Model appropriate behaviour at all times
- Deal with all reported and observed incidences of bullying behaviour
- Teach students strategies to improve self-esteem and empower themselves



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## **Responsibilities of Students**

- Report if they are being bullied or see someone else being bullied
- Help other students who are being bullied
- Not be involved in bullying behaviour

## **Responsibilities of Parents**

- Watch for indications that their child may be being bullied
- Report to staff (preferably their child's class teacher initially) if their child is being bullied or if they suspect that their child is being bullied
- Instruct their child to report to teachers if they are being bullied

## **Process for dealing with Bullying Behaviour**

Staff are encouraged to follow the process outlined below when addressing incidents of bullying behaviour or conflict. This is based around the 'Restorative Justice Practices' approach.

### **Step 1 – Find out 'What Happened'**

The teacher should speak to the victim about the bullying behaviour. What happened and who was involved – Define whether incident is repeated behaviour (bullying) or a one-off incident (mean behaviour).

### **Step 2 – Explain who has been 'harmed' or 'affected'**

The teacher arranges a meeting with all the students involved. This includes any bystanders or allies who saw or joined in, but did not initiate the bullying. Explain to the 'bully/bullies' how the victim feels. Try not to allocate blame.

### **Step 3 – Share Responsibility**

The teacher does not attribute blame, but states that they believe they know who is responsible for the bullying behaviour and that they can do something about it – Explicitly state that bullying behaviour will not be tolerated.

### **Step 4 – What needs to Happen to repair the harm and make things right?**

Each member of the group is asked how they think the problem can be resolved. Give responsibility for the problem back to the group and ask them to come up with a solution. Arrange to meet them again later in the week.

### **Step 5 – Meet them again**

About a week later, bring the group back together to discuss how things have been going – Actively reinforce positive outcomes

## **Review**

Policy to be reviewed on an annual basis based on:

- Reviewing data collected on incidences of bullying through SIS
- Surveying parents and students on effectiveness of anti-bullying and social skills programs being run throughout the school – **PATHS** (Kindergarten) and **BOUNCE BACK** (Pre-Primary – Year 6)