



Attadale
Primary School

Foundations for life

BULLYING POLICY

At Attadale Primary School we believe that the environment for students, staff and parents should be safe and free from violence, victimisation, harassment and bullying of any kind. We aim to uphold a “ZERO TOLERANCE” approach, as bullying infringes on our fundamental rights of safety and fair treatment. Collaborative support from the whole school community is vital in establishing and maintaining an environment in which everybody feels valued and safe, and where differences are genuinely accepted and the esteem of individuals is promoted.

WHAT IS BULLYING?

Bullying is repetitive, unprovoked aggressive behaviour towards another person. It causes hurt, fear or distress and is characterised by an imbalance of power.

DEFINITION OF BULLYING: The national definition of bullying for Australian Schools says:

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Bullying of any form, for any reason can have long term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

PHYSICAL:	Shoving, punching, hitting, kicking, damaging belongings, pinching
VERBAL:	Put downs, teasing, name-calling, racist taunts, mocking
EXTORTION:	Forcing weaker students to hand over food or money
EXCLUSION:	Rumours, gossip, whispers, being “left out”, ignoring
BODY LANGUAGE:	Silent stares, dirty looks, nasty faces, rude gestures

CYBER BULLYING: This involves the use of information and communication technologies such as e-mail, text messages, instant messaging and websites to engage in the bullying of other individuals or groups. This technology provides an alternative means for verbal, relational and psychological forms of bullying.

Behaviours that DO NOT constitute bullying include:

- Mutual arguments or disagreements where there is no power imbalance
- Not liking someone or a single act of social rejection
- One-off acts of meanness or spite
- Isolated incidents of aggression, intimidation or violence



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WHAT ARE THE WARNING SIGNS?

- Unwillingness to attend school
- Loss of self-confidence
- Decline in academic performance
- Damaged clothing, frequent loss of personal property
- Uncharacteristic mood changes
- Withdrawal from social activities

HOW WE APPROACH BULLYING

Our curriculum learning programs are geared towards developing co-operative and courteous behaviours and resilience skills. With the implementation of the “Friendly Schools Plus” program and school values, the emphasis is on positive language and behaviours.

When bullying occurs, we support a three step response:

1. Empower the student
2. Support the student
3. Be an advocate for the student

EMPOWERING STUDENTS

Through a variety of approaches, we familiarise our students with the skills needed for dealing with bullying and other negative situations. A major focus is on developing resilience skills in all of our students.

STRATEGIES THAT WILL BE USED TO MANAGE AND REDUCE BULLYING

Classroom Education:

1. Preventative classroom activities and games about issues related to bullying behaviour using the *Friendly Schools Plus* resilience and bullying program.
2. The School administration has received extra training in the management of bullying in order to assist children and parents with concerns.
3. On-going internal staff training on how to manage and deal with bullying issues.
4. To coincide with the “*National Day of Action Against Bullying and Violence*”, there will be yearly anti-bullying workshops lead by the Deputy Principal and students selected by staff (with peer input) for being good role models who display our school values and follow the whole school behaviour plan.





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At these workshops, students will learn how to:

- Identify bullying
- Understand the impact of bullying
- Use strategies to deal with bullying

ESTABLISHMENT OF PROCEDURES

Clear steps for students to follow if they are involved in a bullying incident, along with student counselling and support. *Please refer to our Action Plan for Students and Parents (attached) and whole school BMIS plan.*

PARENT EDUCATION

Parent information on the “Friendly Schools Plus” program and resilience strategies, information brochures and school-initiated meetings with members of the administration / Kids Matter learning support team.

MONITORING AND REVIEW

The policy will be monitored and reviewed on an ongoing basis.

HOW CAN PARENTS HELP?

Parents are the most influential models for their child. In order for this to develop past the level of ideas, the program at school requires constant positive reinforcement at home.

Parents need to familiarise themselves with the ACTION PLAN that the school takes and help their child *develop positive attitudes and resilience.*

Take an active interest

- In what your child does at school
- In their cultural, social and sporting life

Foster a tolerant home life

- Encourage your child to bring friends home
- Accept and tolerate differences within others
- Work with your child on setting firm but fair boundaries
- Demonstrate care and consideration for others

Encourage your child

- Nurture your child’s positive qualities and interests
- Value your child for who they are

Discuss Bullying

- Talk about the school’s expectations
- Advise that retaliation does not solve the problem
- Report all incidences to the class teacher and administration
- Explain what to do if your child witnesses bullying



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AN ACTION PLAN FOR STUDENTS AND PARENTS

If you do not feel safe you can:

Students - Ignore the bullying behaviour and show that it is not upsetting you.

If behaviour continues:

Students - If you feel comfortable, tell the person how you feel and that you want them to stop immediately.

Parents- Refer to the '11 Key Points for Resilience Building' document attached to help guide discussions with your child.

If behaviour continues:

Students - Talk to someone you can trust to help you, like parents, friends, teachers or pastoral care member (e.g. Chaplain).

Parents- Listen to your child, discuss the school action plan and let them know that you will be informing the class teacher who will be able to help. Make contact with your child's teacher to make them aware of your child's concerns.

If behaviour continues:

Students - Talk openly about the unwanted behaviour with your teacher. Share what you have already tried, and an action plan will be implemented with the person/s involved. Continue to monitor the situation.

Parents- Make contact with your child's teacher or Deputy Principal to inform them of your concerns. Strategies will be put in place to stop the bullying and these will be discussed with you.

If behaviour continues:

Students - Go to a Deputy Principal or the Principal. Talk openly about the problem and allow the school to take action, e.g. counselling for the bully, family involvement or disciplinary action.

Parents- Contact the Deputy Principal or Principal if you have followed the steps above and still feel that your child is being bullied. The school will follow our set protocol to deal decisively with the issue. If it is established that bullying has taken place, the perpetrator will be dealt with according to the steps outlined in our whole school behaviour (BMIS) policy.

STRATEGIES FOR CYBER BULLYING

Cyber bullying usually occurs out of school. We recommend that students and parents inform the school about their concern, as well as:

- If bullying is happening on your phone or the internet, keep messages or posts that hurt you or write down what happened and show an adult.
- Don't respond to the other person but keep the message or post to show someone when you are getting help
- Ask for help "blocking" a person so you don't get posts from them.



11 KEY POINTS FOR RESILIENCE BUILDING

HOW TO DEVELOP RESILIENCE FOR SUCCESS AND WELL-BEING

In developing resilience, *the individual needs to experience a negative event*, but realise they are worthy and able to cope; and have support to help them work through the issue.

1. Have an adult you trust help you through life
2. Have support with getting the very basics in life, like food, clothing, transport and housing
3. Actually access activities, hobbies and sports
4. Have multiple opportunities to practise problem-solving at home, school and in the wider community.
5. Feel safe, and be yourself in your home, school and communities
6. Know how to calm yourself down and take charge of your feelings
7. Know what you are good at and be proud of it
8. Support others; eg., through volunteering and peer mentoring.
9. Understand what you need to do to build your own resilience & support others to build theirs.
10. Know that the adults in our lives are enabled to help disadvantaged children build resilience
11. Have help to map out a sense of future (hopes and aspirations and develop life skills).

Resilience can be learned but is based on overcoming negative experiences

Negative experiences that are not resolved can lead to negative emotions and negative behaviours

In developing resilience the individual needs to experience a negative event, but realise they are worthy and able to cope; and have support to help them work through the issue.

Reference: Professor Lynne Cohen (Edith Cowan University)



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If your child reports being bullied, treat the concern seriously and talk about it.

A FINAL REMINDER

At Attadale Primary School, as in every school or workplace, situations of conflict occasionally occur. It is of vital importance that if you have an issue, you make your child's teacher your first port of call. Often small issues can be 'nipped in the bud' and it is almost always beneficial to gain the perspective of the professional who works directly with your child.

Our staff will support the development of solutions for you and students to resolve issues that exist within our school. There is a role, on most occasions, for students, parents, staff and the school to play within the solution/strategies we agree on. All solutions rely on this team work and everyone fulfilling their role. Like all teams, if someone is not prepared to complete their role or if a team member works in the background to undermine or discredit another team member, success is very unlikely. Our families and work place are full of teams so we expect you have experienced and understand the principle we are referring to here.

If the situation persists despite your contact with the class teacher, please feel welcome to contact a member of the administration team for further assistance. As a general guide;

- Mr Perera manages student behaviour and pastoral care
- Mrs Reynolds oversees SAER (students at educational risk).
- Mr Harris, our school Principal, can be contacted for more complex issues.
- For general classroom questions, Mrs Reynolds is the line manager for the K-1 phase, Mr Harris for Years 2-3 and Mr Perera for Years 4-6.

In cases of conflict that are reported at home, mums and dads should NEVER approach the children of other parents. In addition to this, approaching/contacting other parents with allegations about their children should not occur. As you would all appreciate, each of us naturally holds our own bias towards what is recounted to us by our children; however, the whole story and viable strategies for solution often requires further investigation.

A few incidents similar to what is listed above have occurred in recent years at Attadale Primary, causing unnecessary distress to all parties. We hope that the guidelines above will facilitate open lines of communication and greater clarity for all parents.

Thanks for your ongoing support for the students and staff of Attadale Primary School.

Scott Harris, Asiri Perera and Debbie Reynolds

Attadale Primary School Administration

LINKS FOR PARENTS

Kids Helpline <https://kidshelpline.com.au/> or 1800 55 1800
Bullying No Way <https://bullyingnoway.gov.au/>
Surf Online Safe <http://www.surfonlinesafe.com.au/>

Attadale Primary School Wichmann Road Attadale WA 6156

School Office: 08 9330 3422 Email: attadale.ps@education.wa.edu.au
attadaleps.wa.edu.au