



ANTI- BULLYING POLICY

Statement on Bullying

At Kongorong Primary School & CPC we want all students to feel safe. Every member of the Kongorong School Community has the right to be treated with respect, and to experience a safe learning and working environment that promotes excellence. At Kongorong Primary School & CPC we take bullying seriously. This policy explains what bullying is, how you can report it and what we will do to stop it happening.

What is Bullying?

Bullying is a 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. Cyber bullying refers to bullying through information and communication technologies.

Conflicts or fights between equals and single incidents are not regarded as bullying.

Bullying in any form or for any reason can have long-term effects on those involved including bystanders.

What is Harassment?

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

Types of Bullying

	Direct	Indirect
Physical	<ul style="list-style-type: none"> *Hitting,slapping, punching *Kicking *Pushing *Spitting, biting *Pinching, scratching *Throwing things 	<ul style="list-style-type: none"> *Getting another person to harm someone
Non-Physical	<ul style="list-style-type: none"> *Mean or hurtful name calling *Hurtful teasing *Demanding money or possessions *Forcing another to do homework or commit offences such as stealing 	<ul style="list-style-type: none"> *Spreading nasty rumours *Trying to get other students to not like someone
Non-Verbal	<ul style="list-style-type: none"> *Threatening and / or obscene gestures 	<ul style="list-style-type: none"> *Deliberate exclusion from a group or activity *Removing and hiding and / or damaging others' belongings
Cyberbullying	<ul style="list-style-type: none"> *Mean or hurtful emails, text messages, multi-media messages, chat room conversations *Ringing and hanging up 	<ul style="list-style-type: none"> *Having someone else do it for you
Racial / Religious / Sexual / Disability	<ul style="list-style-type: none"> *Inappropriate touching and / or actions *Inappropriate suggestions, conversations and / or comments 	

What Can Students Do If Bullying Occurs?

If Bullying is happening to you or someone else:

- Tell the student who is bullying to stop. State quite clearly that the behaviour is unwelcome and offensive
- Ignore them and walk away
- Encourage the person being bullied to inform someone
- 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 an incident can be solved
- 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 parents and walk home with a friend

What About Other People Who Witness Bullying?

When people witness (or are aware that) bullying is taking place they have the responsibility to act.

Any person 'standing around' passively observing harassment is at fault and should share consequences of the harassment. When the bully is deprived of an audience the bullying will often stop.

What Happens When Bullying Occurs

Step 1 — The affected students will be counselled by the classroom / yard duty teacher. They will be given the opportunity to discuss the issue and to resolve the situation together. The name of the perpetrator and victim will be recorded.

Step 2 — If the bullying persists students will be referred to the Principal and a consequence will be applied. Parents of both students will be notified.

Consequences may include:

- time-out (recess and lunch)
- letter home to parents and a parent interview
- loss of privileges
- suspension

Step 3—If the bullying continues then parents will be phoned and required to come to school.

Severe cases involving bullying are accelerated through these stages.

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 a teacher.
- Discourage any planned retaliation, either physical or verbal, if your child is bullied by discussing positive strategies they can use.
- Be positive about your child's qualities and encourage your child to be tolerant and caring.
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As Staff You Can:

- Adopt positive classroom management strategies and incorporate anti-bullying messages in the curriculum.
- Provide positive role models for students.
- Actively counteract bullying behaviour.
- Respond appropriately to any reported incident of bullying.
- Be obviously present during recess and lunchtimes when you are on duty, as a deterrent to possible incidents of bullying.

What Do We Do About Bullying

- We will teach about diversity and tolerance in our classes.
- We will listen and speak with the person who has been bullied and the person who has bullied others.
- We will listen and speak with witnesses to the incident.
- We will put negotiated consequences in place for the person who has been bullying others.
These may include -
 - time-out (recess and lunch),
 - letter home to parents and a parent interview
 - loss of privileges
 - suspension
- Report severe acts of violence to the police.
- Report to the Governing Council each term in relation to school bullying related data and trends

What We Do at Kongorong Primary and CPC to Reduce Bullying

- Focus on our school values of HONESTY, STRIVING FOR SUCCESS, RESPECT, TOLERANCE and WORKING TOGETHER
- We foster a sense of connectedness and belonging within and beyond each classroom, the School and wider community. We work with parents to support the policy – ensuring that students receive a consistent approach.
- We implement a Buddy Bears program which includes all students CPC to Year 7 being 'buddied' with in an older/younger student pair. Buddy sessions are held regularly and promote friendship and respect and tolerance across year levels.
- Explicit teaching of social skills, conflict resolution, anger management and problem solving skills through programs such Program Achieve, Bounce Back, Friendly Schools and Families and Child Protection.