



Huskisson Public School –Anti- Bullying Policy

Reviewed March 2019

Introduction

The well-being of all students at Huskisson Public School is underpinned by our core values the Husky Stars – Safety, Tolerance, Achieving and Responsible. We promote an inclusive environment, where diversity is embraced and individual differences respected. We are a Stronger Smarter School, where high expectation relationships between staff, students and the school community are fostered, taught and acknowledged.

Huskisson Public School staff, students and parents do not and should not, tolerate bullying in any form. We encourage all members of the school community, to be committed to ensuring a safe and caring environment, which promotes personal growth, positive self-esteem and effective learning. Partnerships with parents, caregivers, students and the wider community are central to the success of the anti-bullying process.

At Huskisson Public School our priorities are to:

- Enhance student achievement by providing a challenging, caring and supportive learning environment that is:
 - Safe and secure
 - Inclusive
 - Free from bullying, harassment, intimidation and victimisation
- Value and model tolerance and acceptance
- Promote a positive, supportive and effective learning community.
- Promote quality teaching and learning.
- Identify, respond quickly and effectively address bullying.

Identifying Bullying Behaviour

- Bullying can be defined as intentional, repeated behaviours by an individual or group

of individuals that cause distress, hurt or undue pressure to another student.

- Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability homosexuality and transgender), humiliation, domination, intimidation and victimisation of others.
- Using online mediums to harass and be unkind.
- Bullying is not the occasional – disagreement or someone being mean to you. It is not a one off physical or verbal fight. Although these behaviours are never acceptable, they are not bullying.

Bullying behaviour can be:

- **Verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats, dead naming
- **Physical** eg hitting, punching, kicking, scratching, tripping, spitting, unwanted touching.
- **Social** eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **Psychological** eg spreading rumours, dirty looks, hiding or damaging possessions, email messages, inappropriate use of camera phones.

Responsibilities

It is the shared responsibility of staff, students, parents and caregivers to deal with bullying behaviour

Students can expect to:

- Be treated with dignity and respect and in return they will treat others appropriately.
- Be listened to if a problem arises and know that concerns will be dealt with by staff

- Participate in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, contend with discrimination, bullying and harassment.

Staff can expect to:

- Be treated with dignity and respect and in return staff treat parents, colleagues and students in the same manner.
- Promote positive relationships that respect individual differences and diversity within the whole school community.
- Follow procedural fairness in line with the Anti-Bullying policy ensuring that all bullying complaints are followed up and dealt with in the most effective manner.

Parents can expect to:

- Be treated with dignity and respect and in return they will treat others appropriately.
- Be respectfully informed and be part of the Restorative Practice.

Information for parents: The bullies and victims

Children who are bullied feel powerless to stop it happening. They may be angry, frightened or bewildered. No one should underestimate the fear that a bullied child feels.

Experts say there are two reasons people bully others. One is they enjoy the feeling of power it gives them. The second is because members of a group can feel closer to each other by picking on an 'outsider'.

The research tells us:

- Bullies can also be victims
- Bullies often think that what they are doing is a bit of fun
- When a group bullies an individual, there may be little sense of guilt, because of the shared responsibility – but, the effect on the victim can be devastating.

Parent/ Carer approach, if your child is being bullied or harassed:

1. Parent/carer discusses the problem with their child and encourages them to approach a teacher they feel comfortable with, to report the problem.
2. Follow up and check if they have done this and were they satisfied with the outcome.
3. Parents contact the school to make an appointment to discuss the problem.

School Strategies

- The whole school community are role models
- Prompt action - Parents, students and teachers work together to resolve the bullying.
- The process is solution focussed, underpinned by Restorative Practice.
- The Husky Stars – Safe, Tolerant, Achieving, Responsible students.
- Stronger Smarter – promotes high expectations relationships and behaviours <https://strongersmarter.com.au>
- Promote 'High 5 Hand' as a school wide response to bullying.
- Focussed curriculum and pedagogy.
- Peer Support Program led by Stage 3 students
- Buddy Classes – Primary and Infants classes are matched as 'Buddy classes'.

Restorative Practice underpins our Discipline Policy. It is solution focussed, incorporating ongoing monitoring that may include the playground. WWW.bullyingnoway.com.au

- Celebrate Harmony day, NAIDOC Week, Reconciliation Week
- Police Liaison Officer - Annual presentation to Stages 2 and 3 regarding Cyber bullying.
- Student Representative Council.
- Ongoing communication and consultation with parents, P&C and wider community.

Further information can be found on

Bullying No Way!

WWW.bullyingnoway.com.au

High 5 Problem Solving Strategy

What is High 5?

A 5 step problem solving strategy, that can be used in the classroom and or the playground, to deal with bullying in a non-conflict way.

What are the steps?

Talk Friendly

- ✓ Use a calm voice
- ✓ Maintain eye contact
- ✓ Use a confident body language
- ✓ "Please leave me alone"

Talk Firmly

- ✓ Use a calm voice
- ✓ Maintain eye contact
- ✓ Use a confident body language
- ✓ Use an assertive voice, slightly raised – "I asked you to leave me alone"

Ignore

- ✓ Avoid eye contact
- ✓ Maintain positive body posture (Calm, confident).
- ✓ Take deep breaths.

Walk Away

- ✓ Stand tall, head up high.
- ✓ Look confident,
- ✓ Avoid eye contact.
- ✓ Walk to a safety zone (Staff member).
- ✓ Do not look back. Walk confidently, rather than running.

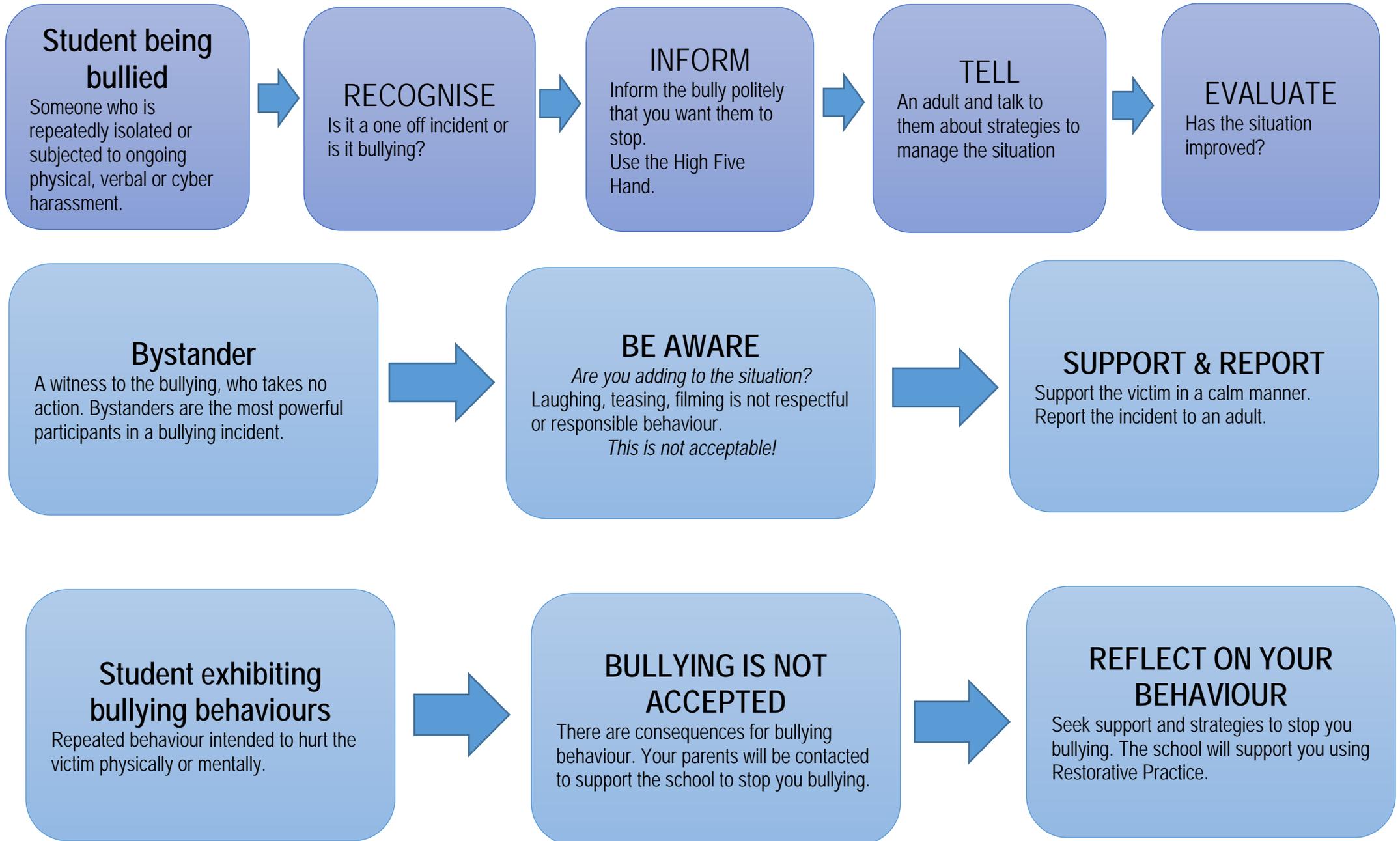
Report

- ✓ In the safety zone, tell a staff member exactly what has happened.
- ✓ In a calm and confident manner.
- ✓ Bystanders support and report.
- ✓ Report, report, report until somebody listens and takes action.

ASAP - If the incident is a threat to a student's health or safety (Incidents of violence causing physical danger). Skip above steps and report immediately.

*"Success occurs when students can not only **talk the talk** but **walk the walk**".*

How *STUDENTS* handle bullying behaviour





1. Talk Friendly

2. Talk Firmly

3. Ignore

4. Walk away

5. Report

**High 5
Hand**