Mount Riverview Public School
School Policy Statement – Anti Bullying Policy
March 2012

Rationale
Mount Riverview Public School possesses a productive and harmonious environment where diversity and student differences are respected. In this environment no form of bullying is acceptable.

Aims
This policy aims to eliminate any form of bullying within the school community.

Objectives
To build a safe and supportive environment that will prevent bullying by:
• Developing active, trusting relationships among all school community groups
• Maintain pastoral care / student welfare systems that enable all students to feel safe and to feel valued.
• Providing support for students involved in bullying or at risk of becoming involved in bullying.
• Handling bullying incidents proactively and creating opportunities to progress through a supportive process.
• Ensuring that all staff and parents / caregivers are confident to support students affected by bullying.

Definition Of Bullying
Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. It can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.
Bullying can be:
• verbal: eg. name calling, teasing, abuse, humiliation, sarcasm, insults, threats
• physical: eg. hitting, punching, kicking, scratching, tripping, spitting
• social: eg. ignoring, excluding, ostracising, alienating, making inappropriate gestures
• psychological: eg. spreading rumours, glaring, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.
Identifying Bullying

To identify bullying behaviour all people in the school must be vigilant and treat any incidents of bullying as meaningful.

Bullying and harassment occur when people use and abuse power to trouble, annoy or oppress a person. Bullying can be carried out by people of any age. Whether they’re younger, older, an adult, a friend, all can be bullied or use power to bully and harass others.

All community members must be alert to all kinds of bullying, including:

- verbal: eg. name calling, teasing, abuse, humiliation, sarcasm, insults, threats
- physical: eg. hitting, punching, kicking, scratching, tripping, spitting
- social: eg. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- psychological: eg. spreading rumours, glaring, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

and that bullying can:

- be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
- make people feel threatened
- continue over time
- be hidden from adults

Principles for Dealing with Bullying

The REACT System will form the basis of all management areas of bullying incidents in the school.

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<thead>
<tr>
<th>R</th>
<th>Repair the harm.</th>
<th>Reparation for the harm done is essential.</th>
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<tbody>
<tr>
<td>E</td>
<td>Expect the best from others.</td>
<td>Bullying and being bullied are ways of behaviour that can be changed.</td>
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<tr>
<td>A</td>
<td>Acknowledge feeling/harm done.</td>
<td>The harm done by bullying to self and others must be acknowledged.</td>
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<td>C</td>
<td>Care for others.</td>
<td>Both bullies and victims are valued members of the school community whose supportive ties with others should be strengthened through participation in communities of care.</td>
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<td>T</td>
<td>Take responsibility for behaviour and feelings.</td>
<td>Addressing wrongdoing involves actions and should not involve the denigration of the whole person.</td>
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Statement of Purpose

All members of the school community have a shared responsibility to eliminate bullying from our school, and its wider community. Staff, students, parents, carers and community members need to work together to build a safe and supportive environment, developing an awareness of bullying behaviour and acting to stop it and support those involved, and managing instances of bullying that do occur.

Responsibilities of Principal

• Provide leadership in the development of whole school policies and strategies.
• Encourage school community members to see themselves as valued members working collaboratively towards shared goals.
• Include all staff in the planning and implementation of school policy.
• Develop procedures for carers to inform school protocols.
• Manage resources to enable implementation of policies and strategies.
• Develop procedures to encourage early identification of and responses to incidents.
• Arrange support for students, carers and teachers involved in bullying incidents.
• Implement an action plan for the more serious incidents involving violence.

Responsibilities of Teachers

• Manage classes in ways that enhance peer relations and demonstrate respect and valuing of all students within a supportive environment.
• Incorporate teaching practices that support students in identifying, analysing and resolving challenges to their own and others' safety and rights.
• Respond proactively to signs and symptoms of bullying, harassment, discrimination and violence.
• Create opportunities for students to share concerns.
• Create opportunities for early intervention to take place in class and playground.
• Encourage students to develop values and ethics in their relationships with others.
• Maintain a duty of care in class, the playground and between classes.
• Model conciliatory responses to incidents that restore relationships and avoid dwelling on revenge or punishment.
• Respond proactively to incidents.
• Empower students to participate in solving their bullying issues.
• Respect the role of carers and enlist their support.

Responsibilities of Students

• Develop and encourage understanding, respect and valuing of self and others.
• Support school values and systems in place to prevent bullying.
• Identify trustworthy adults and student leaders who are in a position to deal with or report the issues.
• Encourage effective peer support networks.
• Support other students to use problem-solving strategies.
• Learn and use effective bystander responses.
• Seek immediate help when bullying is witnessed or experienced.
Responsibilities of Parents and Caregivers

- Participate actively as members of the school community.
- Contribute to recognition and valuing of diversity in the school community.
- Support students in identifying and responding to issues on bullying.
- Talk with and listen to your students on the issue.
- Model problem-solving behaviours and avoid using blame.
- Promote self-protective behaviours such as resilience building and encourage students to talk about a problem and not hide it.
- Maintain ongoing cooperative and open communication with the school.
- Support other carers who indicate that their student is having a hard time.
- Identify and report bullying issues that have been observed or discussed by students to staff.
- Work collaboratively and collectively with the school to resolve problems and conflicts.
- Communicate concerns with teachers and/or the principal.

Dealing with Bullying

Bullying of any kind is not accepted at Mount Riverview Public School, and will be dealt with immediately consistent with school and Departmental policies. Procedures in place at Mount Riverview are:

1. Investigate the report of bullying.
2. Follow the REACT system outline.
3. Inform parents/caregivers of all steps undertaken.
4. Record the bullying incident in the Bullying Register.
5. Continue to monitor and work with the students involved.

Related Documents / Sites

Student Welfare Policy

Core Rules in NSW Public Schools

Student Discipline in Government Schools Policy