



Colo Heights Public School

Anti Bullying Policy Statement

Last revision: 2005

Rationale

Colo Heights Public School possesses a quality learning environment, where diversity is affirmed and individual differences are respected, allowing students to meet their learning needs in a secure, ordered and supportive environment. In this environment no form of bullying is accepted.

Aims and Objectives

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.
- Fostering an inclusive school culture and ethos that supports all students and values the diversity of the student, staff and community population including culture, ethnicity, gender, sexual orientation, physical ability and economic status.
- Involving staff, parents and students in collaboratively developing and implementing an active whole school plan to address bullying, harassment, discrimination and violence
- Providing opportunities through the curriculum for the diversity of students (and staff) to develop relevant knowledge and skills in positive communication.
- Maintaining pastoral care/student welfare systems that enable all students to feel safe and to feel valued.
- Creating teaching and learning experiences that promote positive peer relations, social skills and resiliency.
- Treating the time in the playground and between classes as an important part of the curriculum and also a time when students can be more vulnerable to bullying, harassment, discrimination and violence.

To know when bullying is happening, acting to stop it and supporting those involved by;

- Encouraging and explicitly teaching effective bystander behaviour for staff, students and community members.
- Providing support for students involved in bullying or at risk of becoming involved in bullying.

- Handling potentially serious incidents proactively and creating opportunities for the whole school community to respond effectively to carer concerns.
- Involving a wide range of students in identifying where bullying occurs.
- Following school guidelines on incident response and ensuring understanding of the consequences and goals of reinforcing everyone's right to be safe at school.

To effectively manage incidents that have serious impact on individuals and/or the school by;

- Developing and implementing agreed policies, strategies and procedures in handling serious incidents.
- Using restorative justice principles to resolve issues and restore the sense of wellbeing for all involved.
- Reviewing incidents and implementing improvements to school responses and policies.
- Ensuring that all staff are confident to support students affected by serious incidents.

What is Bullying?

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

Bullying behaviour can be

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

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

Staff

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 interagency protocols. Review where necessary.
- 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.
- Involve other agencies as appropriate - for example, police.
- Brief staff on the response action plans to serious incidents.

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 immediate and long-term 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.
- Regularly review class and playground cultures to improve peer relations and reduce bullying, harassment, discrimination and violence through early intervention responses involving teachers, administrators and/or specialist staff.
- Identify and address signs of discriminatory behaviour. Never turn a blind eye.
- 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.

Students

- Develop and encourage understanding, respect and valuing of self and others.
- Be active in the development of school policies, strategies and peer response systems, e.g. peer support, peer counselling or buddy systems.
- Support school community policies and expectations and encourage other students to do so.
- 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.

Parents and Carers

- Participate actively as members of the school community.
- Contribute to recognition and valuing of diversity in the school community.
- Foster awareness among staff, carers and students about the diverse needs and viewpoints of the school community, e.g. culturally, linguistically, socioeconomically.
- Contribute understandings of how diverse needs and viewpoints can be recognised and addressed.
- Engage in whole school planning processes.
- Support students in identifying and responding to issues.

- Talk with and listen to your students on the issue.
- Model problem-solving behaviours and avoid using blame.
- Promote self-protective behaviours and encourage students to talk about a problem and not hide it.
- Maintain ongoing cooperative and open communication with the school.
- Work collectively with the staff to resolve problems and conflicts.
- 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.
- Enlist the support of family/friends/staff.
- Communicate concerns with teachers and principals/administrators.
- Keep a record of events.
- Seek professional help if necessary.

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 be bullied or use power to bully and harass others.

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

- physical (hitting, kicking, pinching)
- verbal (name-calling, teasing)
- psychological (standover tactics, gestures)s
- social (social exclusion, rumours, putdowns)
- sexual (physical, verbal or non-verbal sexual conduct)

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
- continue if adults and peers take no action.

Dealing with Bullying

Bullying of any kind is not accepted at Colo Heights PS, and will be dealt with immediately consistent with school and Departmental policies.

Related documents

[Student Welfare Policy \(PD20020052\)](#)

[Anti-bullying plan for schools \(PD20040050\)](#)

[Good Discipline and Effective Learning: Ministerial Statement \(PD20020073\)](#)

[Student Discipline Policy \(PD20020075\)](#)

[Suspension and Expulsion of School Students - Procedures \(PD20020014\)](#)