



Mil Lel Primary School Bullying Policy

School Value Statement.

Mil Lel Primary School is committed to providing a safe and orderly environment for students to learn and interact with others. Members of the school community will uphold the values of Respect, Participation and Success in striving to achieve this goal.

What is bullying?

Bullying is a deliberate action which repeatedly threatens the safety and wellbeing of others. Bullying may be a physical, verbal or indirect/relational and intended to cause physical or psychological harm.

What is harassment?

Harassment is any behaviour that is uninvited, unwelcome and unwanted that can cause another person to feel hurt or uncomfortable.

Types of Bullying.

Type	Examples
Physical	Hitting, slapping, punching. Kicking. Pushing. Throwing objects.
Non Physical	Hurtful name calling. Teasing. Demanding money or possessions. Spreading rumours.
Non verbal/Indirect	Threatening/obscene gestures. Deliberate exclusion from an activity. Removing/hiding others' belongings.
Cyber Bullying	Hurtful emails, text messages, chat room conversations/other multi media forums.
Racial/Religious/ Sexual/Disability	Inappropriate touching and actions. Inappropriate conversations/comments.

Bystanders.

A bystander is someone who sees the bullying or knows that it is happening to someone else. Bystanders can be identified in the following categories:

Supporters: Support the person bullying, either by helping the child to bully the other person or by encouraging the person bullying.

Spectators: Gather or deliberately stay to watch the incident.

Witnesses: Are aware that the incident is occurring (know about the bullying or see it from a distance).

What Can I Do?

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
- Be a friend to the person being bullied
- Encourage the person being bullied to inform someone
- Seek help. Talk about it to someone you trust
- Report it to a member of staff, a trustworthy friend or buddy. Feel confident that an incident can be solved; **'We solve problems by talking to others'**
- Talk it over openly with your parents; they can help you make a decision
- Write a description of the event and give it to the teacher

Do You Bully?

- Do you tease, abuse or hit others?
- Do you call people names?
- Do you belong to a group that hurts or insults others?

If You Are Bullying:

Step 1

You will be spoken to by your classroom / yard duty teacher. You will be given the opportunity to resolve the situation and discuss the issue with the person you bullied.

Step 2

If you persist you will be referred to the principal.

Step 3

Ongoing bullying after Step 2 will mean the following options may be applied:

- Removal from the class and/or yard (recess and lunch)
- Parent meeting
- Counselling program
- Loss of privileges
- Suspension

Severe cases of bullying are accelerated through these steps.

How Can You Help?

As Parents You Can:

- Be positive about your child's qualities and encourage your child to be tolerant and caring.
- 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.

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.

Responses To Bullying.

- We use the 'Restorative Practise' approach to deal with incidents of bullying. Restorative Practise creates opportunities for those involved in a conflict to work together to understand, clarify and resolve the situation and work together towards repairing the harm caused. This process is applied when deemed a suitable strategy for dealing with a particular situation. Other situations may require the immediate application of behaviour management consequences.

Restorative Questions can be used when working through an issue/behaviour. The following questions enable a fair process to be facilitated:

- What happened?
- What were you thinking at the time?
- What have you thought about since?
- Who has been affected by what you have done?

Promoting Positive Behaviours.

At Mil Lel Primary School we aim to promote positive behaviours around the issues of bullying and harassment in a number of ways including:

- The implementation of the 'Setting Up For Success' program at the beginning of the year.
- Sharing of good practice by teachers throughout the year.
- Student Voice is encouraged through class meetings and SRC.
- School Values Awards at assemblies.
- Staff training and development.

Additional Information.

If you are unhappy with the outcome of an incident please refer to the Mil Lel Primary School Parent Complaints Brochure.