



Ulverstone Primary School

Anti-Bullying Policy

Ulverstone Primary School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying.

Our definitions of Bullying

Being bullied means someone is subjected to behaviour, which is hurtful, threatening, or frightening and this behaviour is repeated over time.

Bullying can take many forms:

Physical: eg

- Hitting, kicking, punching etc.
- Pushing shoving, spitting etc.
- Making rude gestures
- Taking or damaging something, which belongs to someone else.
- Forcing others to hand over food money or something which belongs to them.
- Making someone do something they don't want to do.

Verbal: eg

- Name calling
- Teasing
- Threatening
- Making fun of someone because of appearance, physical characteristics or cultural background etc.
- Making fun of someone's actions

Indirect: eg

- Excluding others from the game or group
- Spreading untrue stories about others

Strategies we will use to deal with Bullying

At Ulverstone Primary School we will:

- Openly communicate with the whole school community about bullying – what it is, the different forms, how it affects us and what we can do about it.
- Teach our children the skills to build their self esteem and empower them to take the responsibility for themselves and provide them with the opportunity to practise these skills.
- Provide opportunities, both formal and informal, for students to report bullying.
- Establish a set of procedures that clearly state what action will be taken with bullying behaviour.

Responsibilities of Students:

- To not bully others.
- Engage in responsible reporting when witnessing or experiencing bullying and/or injustice.
- Identify bullying behaviour.
- Demonstrate a repertoire of self-management strategies.
- Build resilience so as to free oneself of thinking like a 'target'.
- Feel empathy for targeted members of the school community and, as a result, take safe and sensible action as a bystander.

Responsibilities of Staff:

- To act promptly on all reported and observed incidences of bullying as per the procedures.
- Acknowledge that reducing bullying is a shared responsibility.
- Implement prevention and intervention strategies.
- Empower students to deal with conflict in constructive ways.
- Create opportunities for students to develop a social conscience and to be able to act on this appropriately.
- Model appropriate behaviour at all times.

Responsibilities of Parents:

- To watch for signs their child may be being bullied or engaging in bullying behaviour.
- To speak to someone on staff at Ulverstone Primary School if they suspect their child may be bullying others or is being bullied.
- To encourage their child to talk about and 'tell' if they are being bullied.
- To support the school in dealing with bullying behaviour.
- Avoid confrontation or personal accusations of children suspected of bullying.

Children, parents and or community members can report incidences of bullying to any teacher or the principal. These discussions will be viewed as confidential.

***Procedures for dealing with bullying behaviour**

(Included as part of the wider UPS Behaviour Management Structure: *Management of Inappropriate Behaviours*)

- Support the 'bullied'. Avoid the term 'victim' as it implies helplessness, hopelessness and permanency. Respect their rights and acknowledge their needs in the particular situation*
- When dealing with the students involved in bullying behaviour, emphasise the behaviour being unacceptable, not the person.*

1. **Low level Intervention:** Classroom teacher and student deal with lesser issues/first recourse
- May use a range of strategies including: shared concern; restitution, No Blame etc. (Secondary problems often arise from not dealing with these incidents or dealing with them ineffectively)
2. **Medium Level Intervention:** Bullying of a higher order or repeated low level bullying (All of these incidents need to be recorded)
 - Classroom Tr. refers to Senior Staff who consults with appropriate personnel to gain a full picture
 - Meet with the student engaging in bullying behaviour:
 - Make sure they are aware of the type of bullying (Refer UPS Policy)
 - Look for underlying problems and seek solutions
 - May use a range of strategies including: shared concern; restitution, NO BLAME etc
 - Communication to parent/guardian of the student being bullied and the student engaging in bullying behaviour (earlier rather than later)
 - Feedback to classroom teacher
 - Mandatory Time-Out/sanctions
3. **High Level Intervention:** exclusion from playground, or from school as per the UPS Behaviour Management Structure: *Management of Inappropriate Behaviours*