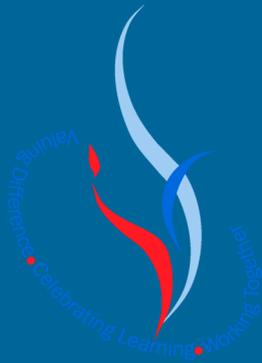


Anti-bullying and Harassment Policy

At Ingle Farm Primary School we aim to:

- Create, develop and maintain a safe, bullying and harassment free, clean and enjoyable learning environment.
- Provide students with opportunities and support to experience success.
- Uphold teachers' rights to teach and students' rights to learn.
- Build positive relationships.
- Provide a supportive school environment that values and celebrates the diversity of culture and language in our school community.





Anti-bullying and Harassment Policy

A definition of bullying

Bullying is deliberate, hurtful gestures, words or actions inflicted by one person/s to another.

Harassment is unwanted, unwelcome and unjustified, repeated over time.

Bullying and Harassment includes:

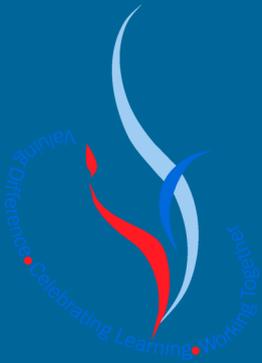
- Physical actions which may include behaviours whereby someone is physically injured or hurt. It is a form of violence.
- Verbal actions which may involve direct putdowns, criticisms, name calling, spreading rumours and anonymous phone calls.
- Non-verbal actions which may include threatening, ignoring, making rude or threatening signs or faces, forming groups against another or others.
- Racial, cultural or disability discrimination which may include actions against someone others based on their skin colour, religious beliefs, cultural practices, language or ability levels.
- Electronic or written communication which may include emails, letters, MSN, SMS or websites.
- Sexual harassment actions which may include sexual behaviours that are offensive and cause embarrassment. It can include physical, verbal, gestural or indirect behaviours.

What do we do about incidents of bullying

The Ingle Farm Primary School community does not tolerate bullying in any form.

- We recognise that reducing bullying and harassment is a whole school responsibility and that we must include social skills in our every day teaching and learning practices.
- We will listen and talk with all those involved in a bullying or harassment episode to ensure a fair understanding of events.
- We will use the natural justice of our school behaviour code to negotiate consequences of bullying and harassment that may include parent meetings, restorative justice practices, restricted play, time out, suspension or exclusion.
- We will use a shared concern approach to improve the outcomes and relationships for all those involved.
- We will inform parents / caregivers of any concerns that we may have in relation to student being bullied or students being bullies.
- We will ensure that our practices and response to bullies takes into account the age, ability, social and emotional development, language acquisition and experiences of the student.





Anti-bullying and Harassment Policy

At Ingle Farm Primary School we do not have a 'one size fits all' approach. This is because each person is different and each incident of bullying is different.



What do we do at to reduce bullying?

If an incident of bullying occurs we use prevention, intervention and post intervention strategies.

Prevention strategies include:

- School values explicitly taught and referred to. (Worndandi)
- 'Qualities of a Graduate' and 'Principles of Learning' that encompass our core values.
- Social skills development and whole school focuses that build a climate of common understanding.
- Student Leadership
- SWAT Team
- Play is the Way
- Using the curriculum to teach students about respectful relationships and citizenship.
- Using the diversity of our school site to teach mutual respect and celebrate difference.
- Teaching students about violence prevention, anger management, conflict resolution and problem solving and developing policies that are meaningful and promote the values of our school.

Intervention strategies include:

- Counselling students who have been bullied.
- Talking with parents / caregivers about the situation and for resolution.
- Putting natural consequences in place for bullies.
- Teaching students to be better bystanders.
- Staff and community understanding regarding the issues of bullying and how to address it effectively and respectfully.

Post- intervention strategies include:

- Monitoring safety and wellbeing of all students.
- Keeping parents/ caregivers informed.
- Refer to interagency support if required.
- Dealing with hotspots in the yard.



Anti-bullying and Harassment Policy

At Ingle Farm Primary School we believe that:

- Bullying is the systematic abuse of power.
- Bullying may occur because of people's inability to accept and value difference.
- Bullying is everyone's business and everyone's responsibility to reduce it.

What can you do to reduce bullying?

*If you are a **bystander** or **witness** to harassment it is **your** responsibility to help protect the victim by:*

- Standing up to the bully and letting them know their bullying behaviour is inappropriate.
- Reporting the harassment to an Harassment Focus Staff member or any other trusted adult so the bully and victim can receive help.

*If you are a **victim** of harassment you **can take action** such as :*

- Approaching the person who is harassing you and asking them to stop.
- Share the problem with a trusted adult and ask them to help you.
- You may choose to do nothing, however the harassment may continue.

*If you are a **bully** and involved in bullying another person it is your responsibility to **stop now!***

- If you are aware that you are bullying you can ask for help to stop this behaviour. Please see a trusted adult at school or at home to help you.





Anti-bullying and Harassment Policy

Children who are bullied may:

- look or be different in some way
- are stressed either at home or at school
- have a disability
- struggle with schoolwork
- be poor at sport
- lack social confidence
- be anxious
- be unable to hold their own because they are younger, smaller or weaker in some way.



Children who are bullies may:

- be bullied elsewhere
- lack confidence in themselves
- have low self esteem
- find it difficult to make friends
- not know they are being bullies
- be a victim from someone else
- be very sad

Some signs of being bullied are:

- not wanting to go to school
- wanting to go to school a different way
- be very tense, tearful or unhappy after school
- talk about hating school
- have bruises or scratches
- talk about having no friends
- have poor sleeping habits



What can parents/ caregivers do?

- listen to your child
- speak to a member of school staff
- help your child think up some ideas or strategies
- ask for help– Contact Ingle Farm Primary and speak to any of the Leadership Team

