



## Anti-Bullying and Harassment Policy

Governing Council Endorsed: pending endorsement 2021

Review Date: 2023

### Purpose

Ingle Farm Primary School aims to provide a safe, inclusive and supportive learning environment free from harassment, bullying and violence. Everyone has the right to be a part of a safe and supportive community and we are all responsible for upholding our school's Behaviour Code. At our school we expect our students, staff and community members to understand and model our agreed values, to empower students to become powerful learners in preparation for being responsible citizens. Our policy reflects the values of the Ingle Farm school community in line with the DfE School Discipline Policy

### Procedure

Our key values are:

- All students, staff and families support the **RIGHT to Learn** by modelling and acknowledging:
  - we work together to provide a safe and supportive environment
  - we work together so that all can be treated with respect and kindness
  - we express feelings and opinions in a respectful manner
  - we work together so we are all valued and respected
  - we treat everyone fairly
  - we work together to ensure everyone belongs and feels included
  - we consistently implement the school values and agreements
  - we communicate in a respectful, confidential and appropriate manner.
- All students, staff and families will support **RESPONSIBLE behaviour** by modelling and acknowledging:
  - we treat others with courtesy, respect and kindness
  - we maintain a safe and supportive school environment
  - we persist to achieve our personal best, allowing others to do the same
  - we support school values
  - we reflect and take responsibility for our own actions and choices
  - We are 'upstanders' who report any incidents of harassment or bullying
  - We problem solve
  - We follow the grievance procedures to clarify and resolve concerns and conflicts
  - We restore relationships respectfully.

**Harassment** is behaviour that targets an individual or group due to characteristics held by that group (identity, race, culture, etc.) that offends, humiliates, intimidates or creates a hostile environment.

**Bullying** is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more person. Cyber bullying refers to bullying through information and communication technologies.

**Bystander:** A person who knows what is occurring is harmful and takes no action to problem solve.

**Upstander:** A person who knows what is occurring is harmful and takes positive action to make things right. This means being brave and speaking up or seeking help from an adult. It takes courage to speak up on someone's behalf.

Students who repeatedly engage in bullying and harmful behaviours can:

- find it difficult to develop social responsibility
- become involved, at a later stage, in workplace bullying or other forms of anti-social behaviour
- influence the way in which the school is perceived in the community
- facilitate emotionally and physically traumatic experiences for others.

The following programs and initiatives are undertaken to establish and maintain positive student engagement.

- Co-construction of classroom expectations and rules through our 'It Takes a Village' program with students at the beginning of each school year and throughout the year
- Developing student understanding of yard rules and expectations at the beginning of each year and revisiting these regularly
- Explicit teaching of positive social skills and conflict resolution strategies
- Empowering students with the skills and knowledge required to report harassment and bullying.
- Promoting a strong and positive class/school identity
- Assembly awards and certificates recognising achievements
- Student Leadership Programs

Repeated, ongoing or extreme inappropriate classroom or yard behaviour will be communicated with families. Strategies and consequences for students who display extreme or persistent inappropriate behaviour include:

- Behaviour Contracts with staff in partnership with the student and family
- Take home
- Suspension
- Partial attendance
- Exclusion from school activities

Support is provided for students who require assistance to plan for change in their behaviour. The consequences for inappropriate behaviour will depend on the severity and frequency of the behaviour. With ongoing or severe irresponsible behaviour, a referral may be made to DfE Support Services.

[Behaviour Management and Strategy Link](#)

## Roles and Responsibilities

Our school endeavours to resolve concerns or complaints at the local level wherever possible. The teacher or staff member involved should always be your first point of contact. Make a time to talk to them to discuss your concerns, either in person, over the phone or in writing via email or letter. All members of the community should be aware of the [School Grievance Procedure](#) and use the process to address issues.

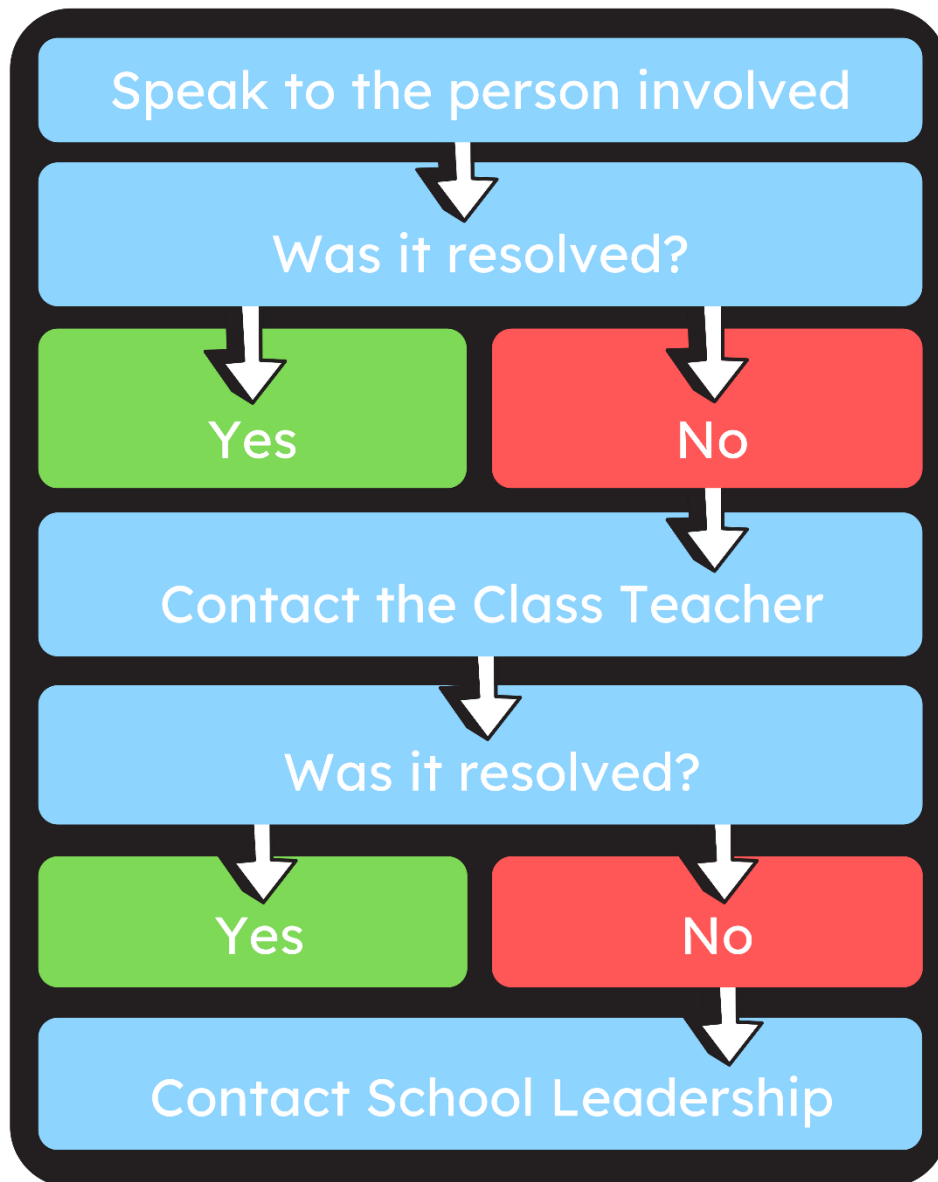
## Supporting Policies

Keeping Safe:

[Child Protection Curriculum](#)

[Protective practices for staff in their interactions with children and young people](#)

[Behaviour Support Policy DfE](#)



I agree to follow the Ingle Farm Primary School Anti-Bullying and Harassment Policy.

Parent/Carer signature: \_\_\_\_\_

Student signature: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_