



Bullying Prevention Policy

Governing Council Endorsed: 2024

Review Date: 2027

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. We expect our students, staff and community members to understand and model our agreed values. Our policy reflects the values of the Ingle Farm school community in line with the DfE School Discipline Policy.

Procedure

At Ingle Farm 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 to ensure everyone belongs and feels included
 - We consistently implement the school values and social learning 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 to 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 Raising Concerns procedures to clarify and resolve concerns and conflicts
 - We restore relationships respectfully

What is bullying?

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological fear, distress or harm

There are three types of bullying:

Verbal bullying which includes name calling, insulting someone based on their physical appearance or other attributes such as race, sexuality, culture or religion.

Physical Bullying which includes hitting or hurting someone, intimidating another person or damaging or stealing their belongings

Social Bullying which includes excluding another person, sharing information, images or other digital content that will have a harmful effect on the other person.

Bullying can happen in person or online (**cyberbullying**) and can be direct or indirect. Online settings have added complexities including the potential for content to be recorded, distributed and viewed by an audience far beyond what was intended.

Example of:	Direct Bullying (repeated & unjustifiable)	Indirect Bullying (repeated & unjustifiable)
Physical In person Threats of physical bullying can be online	Hitting, slapping, punching, kicking, strangling, spitting, biting. Throwing objects directly at someone. Inappropriate touching.	Organising another student to harm someone. Not respecting personal space.
Verbal In person and/or online	Name-calling. Hurtful teasing. Demanding money or possessions. Forcing or coercing others to commit offences such as stealing, Threatening and/or obscene gestures.	Constantly correcting or interrupting someone, ignoring someone completely, blaming someone for something they haven't done. hiding and/or damaging others belongings
Social In person and/or online	Sharing information or photos of someone online, Telling someone to go away, convincing others to leave someone out or not to be friends with them, humiliating someone.	Deliberate, organised exclusion, walking away when someone is speaking, leaving people out from a group or activity, spreading rumours Damaging another person's reputation or relationships through 'jokes'.

Bullying IS NOT ONE-OFF incidents, accidents, differences of opinion or poor social interactions/reactions.

Harassment is one off 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.

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.

To reduce Bullying at Ingle Farm Primary School 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 including Peer mediators, Year 6 Leaders and Girls with Attitude
- Whole school Positive Behaviour for Learning (PBL) procedures

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 Behaviour for Learning plan, Yard play plan and referral may be made to DfE Support Services.

[Behaviour Management and Strategy Link](#)

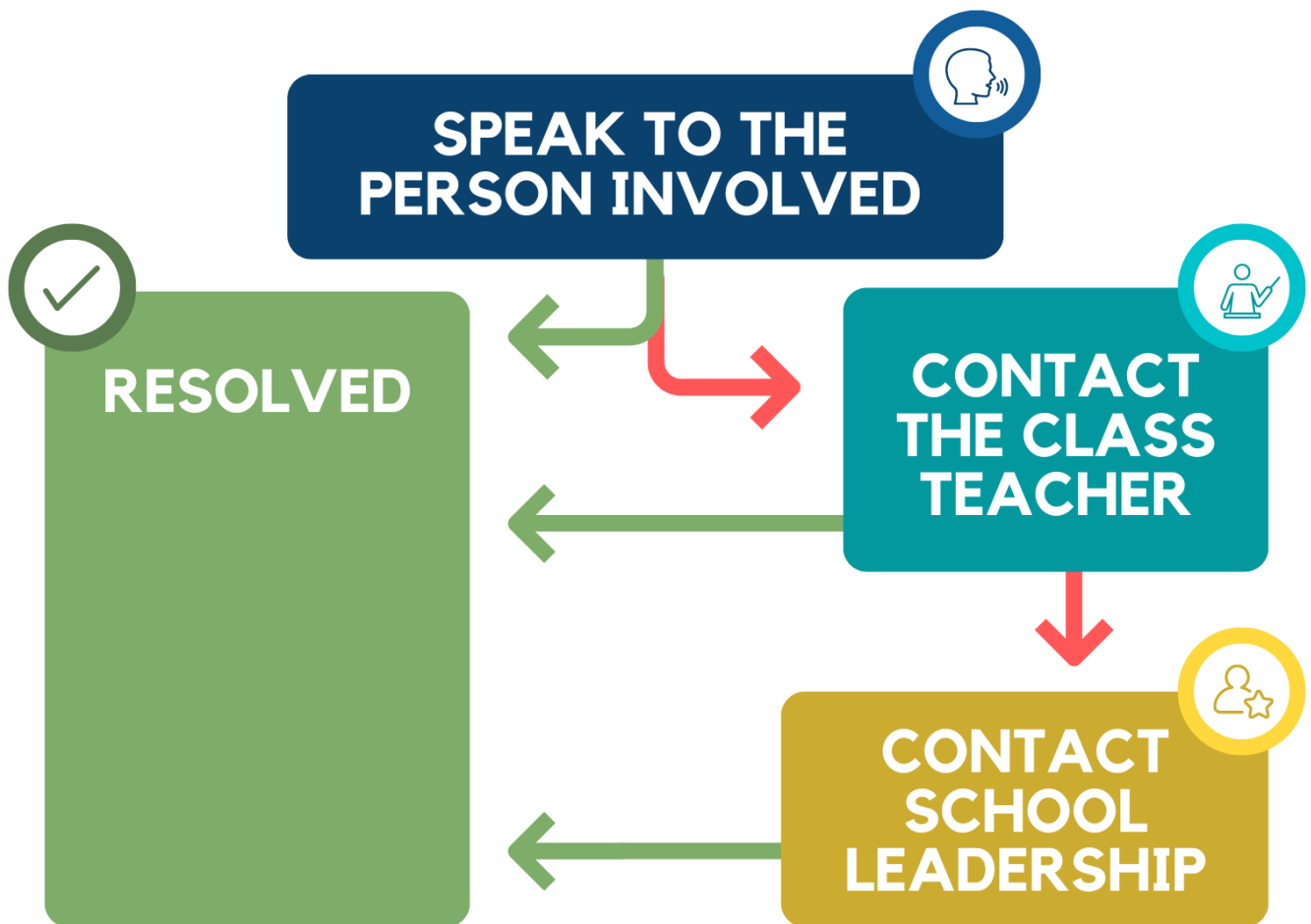
Roles and Responsibilities

If you are being BULLIED you should:	If you see someone being BULLIED you could:
<ul style="list-style-type: none"> • Tell them to stop, use a strong voice saying exactly what the behaviour is you don't like and how it makes you feel • Ignore them, walk away and report it • Tell an adult who will help you 	<ul style="list-style-type: none"> • Tell the bully to stop • Be a friend to the person being bullied • Find another friend or group to play with • Ask an adult for help • Report the bullying to an adult

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](#)
- [Bullying No Way](#)



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

Parent/Carer signature: _____

Student signature: _____

Date: _____

Date: _____

Respect

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Honesty

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Persistence