

Coorara Primary School
Bullying Prevention Policy

Ratified by Governing Council November 2020

Coorara Primary School

Anti-Bullying and Harassment Policy

At Coorara Primary School we believe that all students have the right to a safe, inclusive and supportive learning environment. Bullying, including cyber bullying; harassment and violence, is unacceptable behaviour. Bullying and harassment are issues that are treated very seriously as they can adversely affect a person's ability to work and learn, therefore we work hard to find solutions to stop incidents from occurring.

The development of resilience and positive self-esteem can help to protect people from the harmful effects of bullying, as well as help them build positive peer relationships. The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

"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 harm.

It can involve an individual or a group misusing their power, or perceived power over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying"

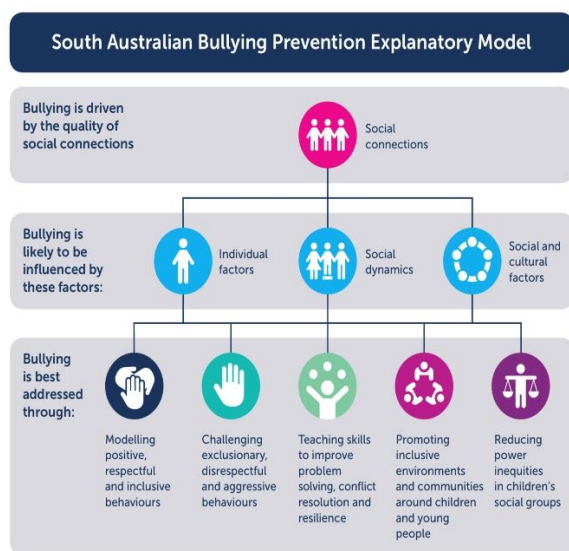
National definition of bullying
Education Council (2018)



PREVENTING AND REDUCING BULLYING

Bullying is driven by the quality of social interactions people have with one another. It is also likely to be influenced by social dynamics, individual factors, social and cultural factors. Therefore, bullying is best addressed through:

- Modelling positive, respectful and inclusive behaviours
- Challenging exclusionary, disrespectful and aggressive behaviours
- Teaching skills to improve problem solving, conflict resolution and resilience
- Promoting inclusive environments and communities around children and young people
- Reducing power inequities in children's social groups.



No one response will end bullying. This strategy gives five consistent actions to deal with bullying within the school gates and beyond.

Within the school gates

To prevent and reduce bullying at Coorara Primary School staff will:

- Establish, model and maintain respectful working and learning relationships
- Develop and foster positive relationships with students and families
- Communicate and interact effectively with students and engage in cooperative problem solving relationships to address issues of bullying.
- Incorporate our school values of Respect, Caring, Honesty Responsibility and Team work throughout the curriculum
- Keep parents/caregivers and the school community informed about strategies we are using
- Provide quality supervision in the yard and classrooms
- Provide students with the knowledge, skills and support to be effective bystanders
- Ensure the concept of bullying is defined clearly
- Classes will use social and emotional learning programmes that have a focus on rights and responsibilities, bullying, bystanders, respectful behaviour, resilience and building relationships. Key programmes used at Coorara Primary School include *Keeping Safe: Child Protection Curriculum* and *Soaring to Success*
- The schools Learner Dispositions will be used in classes when focussing on resilience

- Critically reflect on practices and continue to develop the knowledge and skills needed to manage incidents of bullying successfully
- Participate in training and development related to decreasing bullying in schools
- Collect relevant data by conducting a wellbeing audit in Terms 1 and 3
- Leadership will ensure that new staff and new students and their families are aware of the school community's negotiated anti-bullying and harassment policy.
- Participate in reviewing the school's anti-bullying and harassment policy (involving staff, parents and students).

Beyond the school gates

- Work with the school and maintain regular contact with your child's class teacher
- Keep the school informed of any concerns about your child's health issues or other matters of relevance
- Encourage your children to deal with bullying issues in accordance with the school policy
- Provide the Governing Council with updates each term in relation to the schools anti-bullying programs/initiatives in place or being considered
- Participate in reviewing the school's anti-bullying and harassment policy (involving staff, parents and students).

REPORTING OF A BULLYING INCIDENT

Some flexibility is needed in how incidents are tackled, depending on the nature, severity and extent of the bullying. Staff will seek to respond to school bullying in the most appropriate way.

It is difficult for the school to follow up on an incident if staff are unaware of it and, therefore, we encourage all incidents to be reported.

Within the school gates

- Students need to communicate with an appropriate adult if bullied or harassed or if they are aware that someone else is being bullied or harassed
- Take all reports of bullying seriously and record the incidents.
- Parents will be notified of the incident at the earliest opportunity
- Staff will collaborate with parents in addressing the problem of bullying, especially in the resolution of cases in which action is to be taken by both the school and parents
- Actively listen and talk to the victim and the perpetrator, at all times reassuring the victim that they have shown strength to report

Beyond the school gates

- Ensure that all parents have access to the school's Bullying and Harassment Policy
- Parents are informed about the *Keeping Safe: Child Protection Curriculum* taught in classrooms
- For parents to encourage their children to communicate any issues or concerns they may be having at school
- Keep the school informed of any concerns about your child's behaviour, health or other matters of relevance
- If you believe your child is being bullied and has not reported it, please report it. Communicate with an appropriate staff member (Class teacher, Principal, Deputy, Wellbeing Leader).
- Communicate in a respectful manner with school staff about issues of concern

SUPPORT FOR CHILDREN AND YOUNG PEOPLE TO STAY SAFE

Within the School gates

- The bullying behaviour or threats will be investigated and the bullying stopped quickly. Responses may take the form of counselling (for both the target and the perpetrator) or adult mediation.
- Appropriate consequences will be put into place if required. Consequences will be dependent upon the nature, severity and extent of individual cases and may include: student removed from class/yard; on-going monitoring of behaviour; apology; counselling;

parent/student/school conferencing; internal/external suspension; referral to DfE Support Services

- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- Staff will follow-up with students who are victims or perpetrators of bullying to ensure they feel safe at school and remain connected to the school following an incident
- A support plan for the perpetrator and a safety plan for the victim will be developed
- Staff will use Restorative Practice approaches to resolving the bullying
- Manage the incidents of bullying in a way that is consistent with the DfE School Discipline Policy
- The anti-bullying and harassment policy supports the Coorara Primary School: Code of School Behaviour Policy

Beyond the school gates

- Work with your child and the school staff on a plan to keep your child safe, including strategies to avoid being bullied and responses to future bullying.
- Please do not approach any children involved or their parents
- Encourage your child to report incidents
- Support your child to follow school procedures

ADDITIONAL INFORMATION

For students that may be experiencing serious online bullying the [Office of the eSafety Commissioner](#) has a complaint scheme for children and young people.

They can help remove cyberbullying content from a social media or online service.

Counselling and support

For counselling and further support with bullying please contact these agencies.

- [Kids Helpline](#) – 1800 55 1800
- [Headspace](#) – 1800 650 890
- [Lifeline](#) – 13 11 14
- [Parent Helpline](#) – 1300 364 100

REFERENCES

Department for Education, CONNECTED A community approach to bullying prevention with the school gates and beyond (2020)