

# MOORAK PRIMARY & PRE-SCHOOL

## ANTI-BULLYING POLICY



*Bullying is a repetitive attack which causes distress, not only at the time of the attack but also at the threat of future attack(s). It may be verbal, physical, social, emotional or technological (eg. Internet, SMS) and is often on the grounds of difference. Difference can be related to culture, gender, sexuality, ability or disability, religion, body size and physical appearance, personality, age or economic status.*

At Moorak Primary School we value Respect, Individuality, Growth and Community, and believe everyone has the right to learn and staff have the right to teach and support. Our whole school focus on "Bounce Back" and child protection curriculum not only reflects our behaviour code and anti-bullying policy, but is also one strategy implemented to assist in the development of students who are resilient, positive role models, understand the effects of bullying and are empathetic towards others. We believe that bullying is everyone's problem and therefore everyone has a role to play including students, teachers and parents. All of these roles are defined below.

### Responsibilities when bullying occurs

#### **If you are the victim in a bullying situation**

- Tell them that what they are saying/doing is hurting you and you don't like it.
- Ask them to stop.
- Tell them that if they don't stop you'll tell someone about it.
- Tell someone that you trust (preferably an adult at school) what is going on and what you want done about it.

*If you don't ask for help you are allowing the bullying to continue and not taking responsibility for the situation.*

#### **If you are the bystander in a bullying situation (a bystander is someone who sees the bullying behaviour take place)**

- Try to prevent the bullying by telling the bully to stop and reminding them that what they are doing is wrong.
- Support the victim by asking them if they are ok and if there is anything you can do to help.
- If the bullying is observed by the bystander, tell an adult at school that you trust about what has been seen.

*If you stand by and watch the bullying take place you are condoning the behaviour of the bully and not supporting the victim.*

#### **If you are the bully (perpetrator) in a bullying situation**

- When you are asked to stop or told that what you are doing is hurting someone else, it is your responsibility to stop that behaviour.
- If you continue with the bullying, you will be spoken to by an adult and reminded that what you are doing is wrong and hurting the victim.
- If you ignore the warning and continue with the bullying, consequences will be given, as well as working with senior staff members to learn about the effects of bullying and the consequences of continuing the bullying behaviour.
- Parents will be notified of your bullying behaviour.

*If you bully other people you are not respecting yourself and others or living our school values. It is your responsibility to acknowledge your actions and take responsibility for those actions.*

#### **If you are the teacher in a bullying situation**

- When you are told about a bullying situation or suspect bullying is taking place it is your responsibility to investigate the situation, talk to the students involved, remind students about their roles in bullying situations, the effect bullying has on others and complete a behaviour form.
- Keep an eye on all students involved and inform other staff members of your suspicions so they can also be alert to the situation.
- Give the students the opportunity to solve the problem on their own and then check in with them individually as to how things are going.
- If things have not improved refer the situation to a senior staff member and inform them of the information you have gathered and the steps you have taken so far.

**As a teacher it is your responsibility to take the time to listen to students' concerns and take positive action. If teachers do not investigate students' concerns, they are allowing the bullying to continue.**

#### **If you are the parent of a victim, bully or bystander**

- Familiarise yourself with the anti-bullying policy.
- If your child tells you about a bullying situation or you suspect a bullying situation has been happening at school, ask them what happened, what they have done about it and if they have followed the recommended procedure? Reinforce that they need to take responsibility for the situation.
- Be prepared to accept your child's actions/levels of responsibility in the situation. Bullying behaviours are not acceptable and will result in consequences and the implementation of strategies to encourage appropriate behaviour.
- Continue to positively talk to and listen to your child daily about what has been going on, what they have done about it, and what happened when they followed the recommended procedure. If necessary obtain all the facts.
- If the bullying continues encourage your child to talk to a staff member that they trust about it.
- Communication is critical – so continue talking to your child about what has been going on.
- If all procedures have been followed and the bullying continues, contact the Principal.

**As a parent it is your responsibility to talk to and listen to your child about what he/she has been doing, experiencing or observing, reinforce school procedures and assist your child with the tools they will need to solve situations independently and be successful in the future.**