

# **ANTI BULLYING INFORMATION @ CPS**

## **Definition of Bullying**

- Bullying is an ongoing act of aggression causing embarrassment, pain or discomfort to another.
- Elements of bullying include - wanting to hurt someone, acting on this desire, the action is hurtful, an imbalance of power, no reason for the action, is persistent and the bully gets pleasure from hurting the victim.
- It can be planned and organised or it may be unintentional.
- Individuals or groups may be involved.

Bullying can take many forms. We consider the following behaviours to be bullying:

## **Physical**

- hitting, kicking, punching
- pushing, shoving, spitting
- making rude gestures
- taking or damaging something which belongs to someone else
- forcing others to hand over food, money or something which belongs to them
- making someone do something they don't want to

## **Verbal**

- name calling
- teasing
- threatening
- making fun of someone because of their appearance, physical characteristics or cultural background
- making fun of someone's actions

## **Indirect**

- excluding others from the game or group
- spreading stories about others
- spreading untrue stories about others

## **IF BULLYING OCCURS:**

- we may feel frightened, unsafe, embarrassed, angry or unfairly treated our work, sleep and ability to concentrate may suffer

- Our relationships with our families and friends may be affected and we may feel confused and not know what to do about the problem.

## STRATEGIES TO DEAL WITH BULLYING

### At Churchill Primary School we will:

- Openly talk about bullying - what it is, how it affects us and what we can do about it.
- Teach our children the skills which will build their self-esteem and empower them to take the responsibility for themselves - and give them the opportunity to practise these skills.
- Implement the policy which clearly states what actions we will take to deal with bullying behaviour.

### Responsibilities of staff:

- be role models in word and action at all times
- ensure that our classroom management practices support respect for others
- be observant to signs of distress or suspected incidents of bullying
- deal with all reported and observed incidences of bullying as set out in this policy
- ensure that children are supervised at all times;
- during yard duty make efforts to remove occasions for bullying by actively patrolling
- arrive at class on time and move appropriately between lessons including specialist lessons
- report incidences of bullying to the Assistant Principal/Principal if this is warranted

### Responsibilities of children:

- to 'tell' (e.g. a parent, teacher, staff member) if they are being bullied or if they see someone else being bullied - both at school and on the way to or from school
- to help someone who is being bullied
- to not bully others

### Responsibilities of parents

- to watch for signs that their child may be being bullied e.g. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising
- to speak to someone on staff (classroom teacher first) at Immanuel Primary School if their child is being bullied, or they suspect that this is happening
- to encourage their child to 'tell' if they are bullied

## REPORTING BULLYING

- Incidences of bullying can be reported to any teacher, Deputy Principal or the Principal by children and their parents. Any bullying incidences that are dealt with will be recorded and this record will be kept until we evaluate the program.

## Procedures for reported incidence of bullying:

### Steps to be followed upon report of bullying:

- Incidents of bullying reported
- Incidents relayed to appropriate person if necessary
- Appropriate person interviews alleged perpetrator, victim and any bystanders to establish facts

### Act of bullying verified:

- Appropriate person counsels so that person who bullied is aware of the effect on victim
- Appropriate person ensures the perpetrator acts in a responsible and constructive way to remedy the situation (written or verbal apology also needs to be given)
- Teacher puts appropriate steps from Behaviour Management Policy in place (withdrawal, detention, etc.)
- Teacher and student fill out a Bullying incident form which is sent home for discussion and parent signature
- Administration files 'Bullying Incident Form

### Incidence of bullying:

- Appropriate person notifies parents and an interview time is made
- Incident is recorded on our 'Bullying Report' and in our SWIS data system
- Bullying Report is filed in Administration area

### If further incidence of the bullying cycle occurs:

- Teacher, in collaboration with Principal, or delegate, to interview student and their parents
- Principal to make clear consequences of repeat occurrence
- Counselling (on a private basis) is recommended for student who bullied
- Further action (internal/external suspension, expulsion) is at the prerogative of the Principal and/or School Council.

Act of bullying not verified. Teacher to record incident.

## EVALUATION

The frequency or continuation of bullying will be monitored after six months and then after twelve months, alongside the effectiveness of the procedures as stated above. It will be evaluated by:

- Noting if there has been a reduction in reporting or observed incidences of bullying.
- Speaking to parents who have reported incidences to find out if the problem has been resolved.