



Modbury School P-7

ANTI-BULLYING & HARASSMENT POLICY

At Modbury School P-7 we believe that everyone has the right to feel safe and secure. We are committed to being a safe and supportive school where diversity is valued and all members of the school community feel respected and included. For this reason we take bullying, harassment and violence seriously.

The school will work with the community and other services and agencies to support our students in being responsible and productive members of our community.

Bullying

Bullying is repeated verbal, physical, cyber or social behaviour that is harmful and involves the **misuse of power** by an individual or group towards one or more persons. Bullying in any form or for any reason can have long-term effects on those involved, including bystanders. Single incidents of conflict, verbal, physical, cyber or social are not regarded as bullying.

Cyber bullying

- Cyber-bullying is bullying carried out through the internet or mobile devices, it may involve varying levels of severity ranging from occasional messages to frequently repeated and highly disturbing threats to personal safety.

Cyberbullying may include behaviour such as:

- Abusive texts and emails
- Hurtful messages, images or videos
- Intimidating others online
- Excluding others online
- Nasty online gossip and chat of a personal nature

Discrimination

- Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or ability or disability. Discrimination is often ongoing and commonly involves exclusion or rejection.

Harassment

- Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; and/or ability or disability, and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.

Violence

- Violence is the intentional use of physical force or power, threatened or actual, against another person/s that results in psychological harm, injury or in some cases death.
- Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Sexual Harassment

Sexual harassment is unwelcome sexual conduct which makes a person (male or female, of the same or opposite gender, same-sex attracted, bisexual or transgender) feel offended, humiliated and/or intimidated, where that reaction to the conduct is reasonable in the circumstances. Sexual harassment can be a single incident, repeated or continuous, direct or indirect, and take various forms.

How to recognise bullying

Students who are being bullied or harassed may not talk about it with their teachers, friends or with the school's counsellors. They may be afraid that it will only make things worse or they may feel that it is wrong to 'tell on others'. This is why parents /carers and teachers have an important part to play in helping the school and the student deal with bullying. A change in behaviour in students may be a signal that they are being bullied or they have some other concern.

Some signs that a student is being bullied may be:

- Unexplained cuts, bruises or scratches
- Damaged or ripped clothing
- Vague headaches or stomach aches
- Refusal to go to school
- Asking for extra pocket money or food
- Tearfulness, anxiety or difficulty sleeping
- 'Hiding' information on mobile phones, emails or in comments on their social networking pages

Bullying can make children feel:

- Angry
- Sad
- Scared
- Worried
- Sick (e.g.: headache or stomach ache) which can result in poor attendance

Reporting and Responsibilities

What can you do about bullying?

If you are bullied or you know someone who is being bullied please report it. Each report will be treated individually and followed up. All students will be supported and assisted until the problem has been resolved.

Who can children report bullying to?

- A teacher
- A member of leadership
- Any staff member at the Modbury School P-7
- A parent/s or caregiver/s

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How to report At Modbury we encourage students to report incidents of bullying to a trusted adult. In the event that the trusted adult is not a member of staff the incident will need to be reported to leadership as soon as possible.

When to report

Report the bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it can give people the idea that we think it's acceptable.

What do we do at Modbury School P-7 to reduce bullying behaviour?

If an incident of bullying occurs at Modbury we use *prevention, intervention* and *post intervention* strategies.

Prevention strategies include:

- Using the curriculum to teach students about respectful relationships, eg Keeping Safe Curriculum, Australian Curriculum General Capabilities, Health & Civics and Citizenship topics.
- Teaching students about solution based strategies using the restorative practises and Neuro-education.
- Teaching students about diversity and tolerance.
- Ensuring all staff are aware of the policy and prevention strategies
- Cyber safety policy agreements

Intervention strategies include:

- Listening to those who were involved, including bystanders, to gather all the information.
- Communicating with students who have been involved in bullying.
- Communicating with parents and caregivers about the situation.
- Using restorative practices where all parties are supported and have opportunities to talk about what has happened, how they feel and explore what can be done to repair relationships.
- Putting appropriate consequences in place for those who are using bullying behaviour.
- Teaching students about the role of bystanders and how they can play an active role in stopping bullying behaviour.

Post-intervention strategies include:

- Monitoring class and yard relationships and behaviour to ensure that student safety and wellbeing is maintained.
- Openly discuss strategies with members of our school community.
- Planning, delivering and resourcing proactive curriculum and whole-school programs to maintain and strengthen positive school climate.
- Review and reflect on progress

It is important to understand that these steps may be different for each scenario and are implemented at the discretion of the leadership staff in consultation with class teachers. This is because each person is different and every incident of bullying may be different. At Modbury School P-7 we are committed to treating everyone involved with respect and equity.

Responsibilities

Leadership

Strategies the Leadership Team will utilise to minimise the likelihood of bullying and harassment occurring in school.

- Develop, implement and review annually the school's anti bullying policy. Ensure this is communicated to community via website
- Provide updates to the Governing Council in relation to school bullying data and trends and any anti bullying programs/initiatives in place or being considered.
- Manage the incidents of bullying consistent with the school behaviour policies.
- Ensure ongoing professional development
- Manage a whole school approach to ensure the Keeping Safe Child Protection Curriculum is implemented in all year levels.
- Ensure community has access to the school's Anti Bullying Policy.

Staff

Strategies staff will utilise to maintain positive relationships with students & families:

- Communicate and interact effectively with students and families to engage in collaborative problem solving to address issues of bullying & harassment.
- Critically reflect on practices and develop the knowledge and skills needed to manage incidents of bullying successfully.
- Establish, maintain, make explicit and model the school's expectations and values related to bullying.
- Adopt positive classroom management strategies and incorporate anti-bullying messages into curriculum delivery.
- Participate in professional development related to decreasing bullying and implement the Child Protection Curriculum to teach students about respectful relationships.
- Teach students appropriate grievance procedures, countering harassment strategies, conflict resolution, problem solving skills and restorative relationship skills.
- Teach students how to respond appropriately if they witness bullying and to support students who have been bullied

Students

Strategies students will use to support the school in maintaining a safe and supportive environment:

- Respect self and other students, staff and members of the school community.
- Follow the school's behaviour expectations.
- Use assertive language..
- Use 'I' statements to solve problems. State clearly that the behaviour is unwelcome and offensive
- Victims and bystanders are to report events to a trusted adult in a timely fashion, seek help and communicate with a trusted adult if bullied or harassed or if they are aware that someone else is being bullied or harassed.

Parents / Caregivers

Strategies Parents/Caregivers will use to support the school in maintaining a safe and supportive environment:

- Be aware of changes of behaviour or signs of stress in your child's behaviour at school and home.
- Inform the child's teacher of concerns about behaviour, their child's health issues and other relevant matters.
- Communicate in a respectful manner with the school staff about issues or concerns and assist their child to discuss the problem with their class teacher.

- Discourage any planned physical or verbal retaliation if their child is bullied by discussing positive strategies.
- Be positive about their child's qualities and encourage their child to be tolerant, caring and compassionate.

POLICY TO BE REVIEWED April 2022