



# Coromandel Valley Primary School



<b>Policy Document Name</b>	<b>Anti-Bullying and Harassment Policy</b>
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## Coromandel Valley PS Anti-Bullying and Harassment Policy

Bullying and harassment is unacceptable behaviour at any age and the school expects all students, parents, care-givers, staff and visitors to treat each other with respect, courtesy and acceptance. The school does not tolerate bullying or harassment of any individual or group in our school community.

Staff use prevention, intervention and restorative justice practices at Coromandel Valley PS. Each class negotiates an Essential Agreement at the start of the year, and revisits this as required throughout the year. These agreements promote positive inclusive behaviours and relationships, reflecting a culture that enables students to develop social and self-management skills using restorative justice principles.

### Student Rights and Responsibilities:

Bullying is not the fault of the person being bullied. You have the right to be safe at school and not be bullied. It is also your responsibility to never bully others and to report bullying, whether it happens to you or someone else.

### What is Bullying?

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying can have long-term effects on those involved, including bystanders.

### What is a bystander?

A bystander is someone who witnesses bullying or knows that it is happening. She/he might:

- support the bully by encouraging them to keep bullying or harassing someone
- watch an incident/s where someone is being bullied or harassed and not do anything to make it stop

The school does not accept bullying or bystander behaviour. If you are a bystander you need to say “stop” and immediately report what happens to the nearest teacher on duty; go to the Front Office or tell your classroom teacher.

### Bullying is not:

- One-off incidents of dislike or exclusion
- Occasional acts of rudeness or selfishness
- Mutual disagreements or arguments.

### Cyber-bullying

Cyber-bullying is bullying which misuses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies—including all forms of social media. Examples of these are e-mail, networked gaming, chat room discussion groups, instant messaging, web pages or SMS (text messaging)—with the intention of harming another person. Examples include communications that seek to intimidate, control, manipulate, put down or humiliate someone.

### What is Harassment

Harassment is behaviour that offends, humiliates, intimidates or creates a hostile environment and 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. Harassment may be an ongoing pattern of behaviour, or it may be a single act.



## What are signs of being bullied or harassed?

- Not wanting to come to school
- Feeling easily distressed, anxious, fearful or over-reacting violently
- Low self-esteem and making negative comments about her/himself
- Unexplained injuries, bruising or broken things
- Feeling unhappy, irritable or lacking interest
- Trouble sleeping, nightmares, bedwetting
- Threats to hurt self or others
- Headaches and stomach aches
- Distracted in class/lack of eye contact

## What you can do if you are bullied or harassed?

- Tell the person who is bullying or harassing you to stop because their behaviour is hurtful
- Walk away
- DO NOT retaliate with physical or verbal aggression (violence)
- Ask for help by talking to someone you trust (a member of staff, a trustworthy friend or buddy)
- Ignoring it or laughing it off may not always work so talk openly to your parents/care-givers/sports coach/teacher/leader.
- If you are bullied on the way to or from school, tell your teacher, parents, care-givers
- For cyber bullying, keep any documents as evidence, (snap chat)

## What happens if you bully another person?

At Coromandel Valley PS bullying reports are taken seriously and acted upon. Counselling and follow-up by a member of staff takes place to ensure restorative justice occurs. Students who are bullied or harassed including those who bully or harass others are counselled and ongoing behaviours are monitored.

## Supportive Intervention Includes:

- Time-out, alternative or restricted play
- Supervised apology and restorative intervention counselling
- Send student home
- Loss of privileges
- Internal or external suspension
- School community service, or repairs for any damages to school property

- Police may be involved depending on the incident
- Interagency support
- Social skills program

## Staff will minimise bullying and harassment by:

- Model inclusive, respectful and acceptable behaviour
- Establish class essential agreements in consultation with students and that are aligned to the IB Learner Profile and share with students, parents, care-givers and staff
- Arrive at class on time and actively circulate during yard duties, wearing a high visibility vest
- Ensure that students are supervised at all times
- Hold regular class meetings to proactively address bullying and harassment issues
- Plan and implement opportunities to build student self-esteem and student voice within the school
- Be observant to signs of distress or suspected incidents of bullying
- Report incidences of bullying to school leaders
- Monitor students who have been bullied or bully others
- Deal with all reported and observed incidences of bullying as set out in this policy
- Complete DECD staff professional development
- Teach the Child Protection Curriculum
- Contribute to the regular review and implementation of the anti-bullying policy
- Share information at staff meetings to ensure all staff are aware of bullying incidents and can support students appropriately
- Use NEP and ILP plans to address the development of social skills for students who are bullied and those who bully others
- Conduct anti-bullying surveys to assess the incidence of bullying and use the data to target appropriate intervention.
- School leaders will review the anti-bullying policy regularly, involving parents/caregivers and students in this process



## As Parents/Care-givers you can:

- Be aware of any signs of distress in your child e.g. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising etc.
- Be positive with your child and encourage her/him to be caring, respectful and accepting of differences in others as described in the Behaviour and Anti-Bullying and Harassment policies
- Assist your child to openly discuss any bullying or harassment with someone they trust at the school
- Work with your child to develop resilience and confidence to speak out if they see someone being bullied or harassed
- Make appointments to speak to school staff if you suspect or believe your child is being bullied or is bullying someone else
- Provide the school with up-to-date contact details
- Be open-minded and work with school staff to find a solution.

## Students can:

- Participate in developing and upholding Class Essential Agreements
- Include others, treating them with respect and courtesy
- Support others to make responsible and respectful choices
- Take responsibility for their own behaviour and as a bystander
- Tell a member of staff or someone they trust if someone is being bullied or harassed

### Our IB mission

The International Baccalaureate aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end the organization works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

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## Appendix

### Examples of bullying and harassment include:

Physical:	violence, fighting, hitting; pushing; slapping; kicking; punching; grabbing; spitting; throwing objects; pinching; taking or damaging property; forcing someone to hurt another person
Non-Physical:	mean or hurtful name-calling; hurtful teasing; demanding money or possessions from another person; forcing others to commit offences like stealing, undermining staff, revenge or payback
Verbal or written:	inappropriate language, spoken or written insults; threats; suggestive comments; name-calling; unfair criticism; spreading rumours
Non-Verbal:	threatening or obscene gestures; deliberately excluding someone from a group or activity; removing, hiding and or damaging someone else's belongings
Cyber:	Intentional misuse of internet service or mobile technologies to hurt or harm another person; including all forms of social media
Graffiti	vandalism; using pictures, tags or words to make inappropriate comments or suggestions on property that belongs to someone else
Social:	encouraging or organising someone else to be involved in any type of bullying or harassment
Sexual harassment:	unwelcome touching, hugging, kissing; brushing up against a person, staring or leering; suggestive comments or jokes; sexually explicit pictures; screen savers; posters; graffiti letters; messages; magazines or any other visual or written medium; insults; taunts; teasing or name calling of a sexual nature; accessing sexually explicit internet sites
Discrimination:	exclusion or treating someone 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.

Refer to the Coromandel Valley PS Behaviour Policy for further information related to this policy.

### Websites for further information

<http://bullyingnoway.gov.au/teachers/index.html>

<https://www.esafety.gov.au/>