



BULLYING PREVENTION POLICY

STATEMENT OF PURPOSE:

Mandama provides a positive culture where bullying is not accepted. The school will be proactive in its programs and the implementation of strategies and expectations that create a culture of acceptance of individuality, differences and the rights and responsibilities of all. In doing so members of the school community will have the right of respect and care from others, the right to learn and/or teach and the right to feel safe and secure in the school environment. **The Behaviour Plan for Restorative Practices** will be used by all staff to establish a vibrant, safe and supportive learning environment.

AIMS:

- To create an environment of respect, responsibility, honesty, kindness and pride for everyone within the school community.
- To empower students through a comprehensive and sequential social and emotional learning curriculum that teaches resilience, getting along skills and work orientation skills.
- To seek support and cooperation of all involved, including parents/carers and peers.
- To reinforce within the school community what bullying is and that no form of bullying is acceptable.
- That all members of the school community have ownership and a commitment to being alert for signs and evidence of bullying and to report this to the appropriate persons whether as an observer or victim.
- To ensure that all reported or observed bullying is acted upon and dealt with restoratively with both the victim and perpetrator being supported throughout the process.
- To counter bullying, relationships will be strengthened and supported through the promotion of positive behaviour strategies.
- To minimise harm and repair relationships restorative processes will be implemented.

DEFINITION OF BULLYING



When someone says or does something
unintentionally hurtful
and they do it once, that's

RUDE

When someone says or does something
Intentionally hurtful
And they do it once, that's

HURTFUL.

When someone says or does something
intentionally hurtful and they keep doing it-
even when you tell them to stop or show
them that you're upset – that's

BULLYING.

“Bullying is when someone, or a group of people, upset or create a risk to another person’s health and safety – either psychologically or physically – or their property, reputation or social acceptance on more than one occasion.”

Bullying is aggressive behaviour that is different to teasing and violence in three ways:-

1. Bullying is often a deliberate hurtful action directed towards one or more persons, by one or more persons.
2. Bullying is repeated behaviour, where incidents occur more than once and are not random acts. (There are severe ‘one-off’ cases of bullying which are recognised as potentially harmful).
3. Bullying usually involves a person having more power or strength at the time.
Bullying is a mean action intended to be hurtful and creates feelings of inferiority in the victim and superiority in the bully/bullies.

Types of Bullying:

- **Physical Bullying:** is any unwelcome physical activity used intentionally to intimidate or hurt another person e.g. hits, trips, pushes, pokes, damages property, physically threatens, gives intimidating looks, steals property, touching and brushing up against (sexual nature).
- **Verbal Bullying:** is anything which is said or written to intentionally intimidate or hurt another person e.g. calls names, insults, makes homophobic remarks, makes racist remarks, verbally abuses name, family, religion, disability, or other individual characteristics of “target”, laughs at, puts down, threatens, sexual joking or innuendo.
- **Social and Psychological Bullying:** is harder to recognise and is often carried out behind the bullied student’s back. It is designed to harm someone’s reputation and/or cause humiliation e.g. lies and rumours, playing jokes to embarrass and humiliate, dirty looks, ignoring, excluding, ostracising, making inappropriate gestures, and hiding or damaging possessions.
- **Cyber bullying:** this involves being cruel to others by sending or posting harmful material or engaging in other forms of social aggression using the Internet or other digital technologies e.g. Flaming: on line fights using electronic messages with angry or vulgar messages, Harassment: Repeatedly sending nasty, mean and insulting messages, Denigration: Posting or sending gossip or rumours about a person to damage his/her reputation or friendships, Outing: Sharing someone’s secrets or embarrassing information or images online, Exclusion: Intentionally and cruelly excluding someone from an online group and Cyberstalking: Repeated, intense harassment and denigration that includes threats or creates significant fear.

IMPLEMENTATION:

- Teachers will focus on the Positive Behaviour Matrix with all students.
- Teachers at start of school year to inform and reinforce the school policy on bullying.
- Teachers to promote School Values, develop class rules and consequences at the start of each school year and reinforce these through the Starting and Continuing Right Program.
- Promotion of the *School’s Bully Stoppers School Pledge* in classrooms and at each school assembly.
- Implement programs that promote resilience, life skills, conflict resolution and problem solving.
- Collectively as a school community we model ‘No Put Downs’.
- Buddy grades to continue to promote and support friendship groups across the grade levels.
- Recognition and reward for positive behaviours.
- Supervision of school yard to ensure a safe and secure environment.
- Providing alternative activities for students.
- Staff Professional Learning relating to student wellbeing.
- Support provided by the School Chaplain and Network Staff.
- Annual Safety Audit implemented.
- Promotion of “No to Bullying” at Mandama Primary School through the Newsletter.

- Behaviour Elevation Plan for Restorative Practices procedures followed by all staff.

EVALUATION:

This policy will be reviewed as part of the school's three-year review.

Ratified at School Council Meeting held March 21, 2016