

## WHY HAVE A BULLYING POLICY?

Cobdogla Primary School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying. We believe students have a right to be safe and happy at school.

The policy provides a code of conduct to ensure students are free from bullying and intimidation. It deals with bullying promptly and effectively by involving mediation, restorative justice, social skills programs, counselling, parental involvement, warnings, and disciplinary action.

**Bullying is not acceptable at Cobdogla Primary School.**

## WHAT IS BULLYING?

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Behaviours that do not constitute bullying include:

- Mutual arguments/disagreements
- Not liking someone or a single act of social rejection
- One-off acts of meanness or spite
- Isolated incidents of aggression, intimidation or violence

*These conflicts still need to be addressed and resolved using The School Behaviour Management Plan.*

## HIGHLY CONCERNING BEHAVIOUR

	Overt	Covert
Physical	<ul style="list-style-type: none"> <li>• Hitting</li> <li>• Slapping</li> <li>• Punching</li> <li>• Kicking</li> <li>• Pushing</li> <li>• Strangling</li> <li>• Spitting</li> <li>• Biting</li> <li>• Throwing objects at someone</li> </ul>	<ul style="list-style-type: none"> <li>• Getting another person to harm someone</li> </ul>
Verbal	<ul style="list-style-type: none"> <li>• Mean and hurtful name calling</li> <li>• Hurtful teasing</li> <li>• Demanding money or possessions</li> <li>• Forcing others to do things</li> <li>• Racist or sexual remarks or Putdowns</li> <li>• Abusive language directed at others</li> </ul>	<ul style="list-style-type: none"> <li>• Spreading nasty rumours</li> <li>• Trying to get other students to not like someone</li> </ul>
Non-Verbal	<ul style="list-style-type: none"> <li>• Threatening and/or obscene gestures</li> <li>• Cyber-bullying: Sending threatening or abusive notes, e-mails, text or internet messages</li> </ul>	<ul style="list-style-type: none"> <li>• Deliberate exclusion from a group or activities</li> <li>• Removing and hiding and/or damaging others belongings</li> </ul>

**Reporting bullying as soon as possible is extremely important, as it allows the situation to be dealt with quickly.**

## WHAT STUDENTS CAN DO

### If it happens to me:

- Ask the student to stop the behaviour or the action. State quite clearly that the behaviour is unwanted and offensive or annoying.
- If you are being bullied tell someone you trust eg. parents, teacher, school support officer or student.
- Be strong in rejecting others' behaviour and don't give the bully any satisfaction.
- DO NOT retaliate with physical or verbal abuse.
- If you are experiencing bullying on the way to or from school, tell your parents or the school.

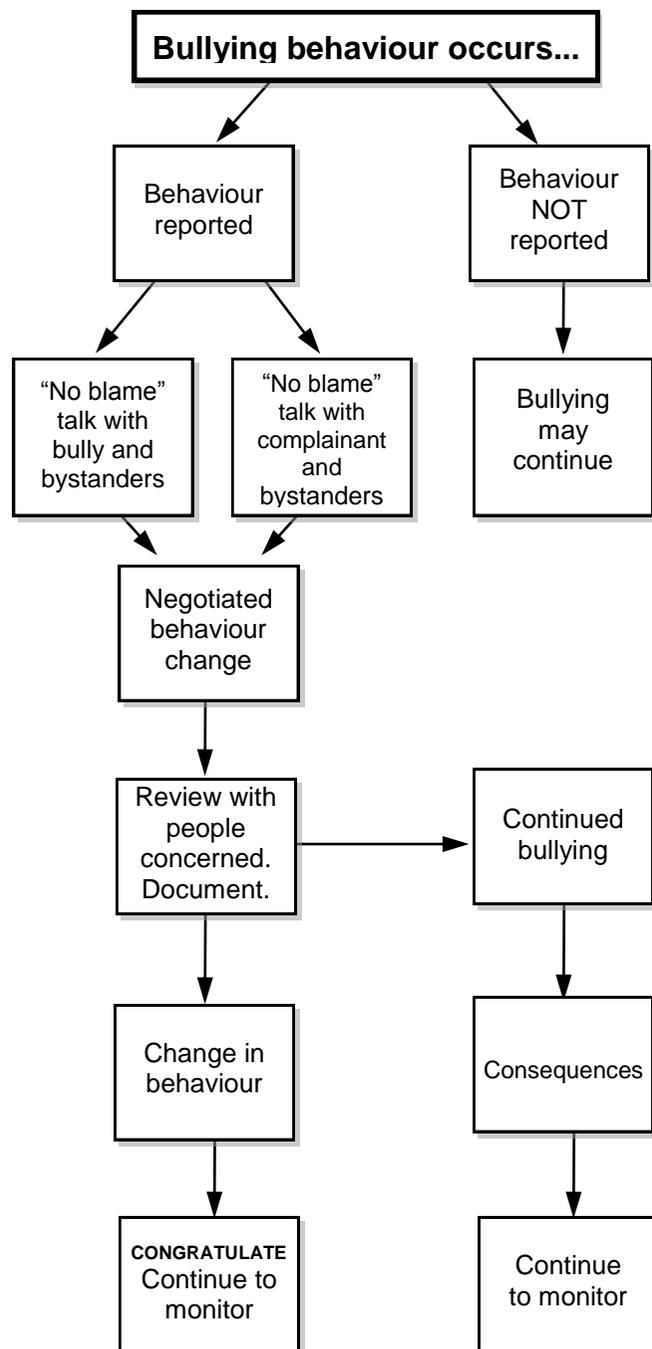
### WHAT THE SCHOOL WILL DO

- Provide a safe, secure environment for students, staff and visitors.
- Provide a supportive environment, which encourages positive relationships between students, their peers and teachers.
- Implement the School Behaviour Code and Bullying Policy in a consistent and fair manner.
- Include material on bullying, tolerance and positive social behaviours in the curriculum.
- Respond to all reports of bullying by students and document as required.

### BYSTANDERS

- Bystanders are people who know that bullying is occurring but do not do anything about it.
- This makes them part of the bullying.
- Help the person being bullied by having the courage to support or report incidents of bullying.
- The school will ensure that bystanders will not be bullied.

## INCIDENT MANAGEMENT PROCESS



## WHAT PARENTS CAN DO

- Look for signs that may indicate a problem:
  - \_ refusal to attend school
  - \_ reduced ability to concentrate
  - \_ stolen or damaged possessions
  - \_ headaches or stomach aches
- Find out what exactly happened, who was involved, when, where and whether there was any provocation.
- Support your child. Talk through the situation and agree upon what action will be taken. If your child is the bully, separate the behaviour from the person. Let them know that you will support them to work through the situation. If your child is the person being bullied, ask how you may best help them and assure them that they have done the right thing in reporting the bullying incident.
- Listen to your child's opinions and feelings.
- **Do not attempt to sort out the bullies yourself.** This may worsen the situation.
- Make an appointment with the classroom teacher or principal to discuss the issues.
- At the meeting calmly present the concern and explain that you are hoping to work out some solution with their help. Look for ways that all parties can work together on the problem.



## ANTI-BULLYING POLICY

### COBDOGLA PRIMARY SCHOOL

**RESPECT**

**RESPONSIBILITY**

**PERSONAL BEST**

**HONESTY**

FOR FURTHER INFORMATION CONTACT

THE PRINCIPAL or the CLASSROOM TEACHER

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