

## **Hendon Primary School: Bullying and Harassment Policy**

**Hendon Primary School aims to provide a safe and caring environment where children can focus on learning. Therefore, Hendon Primary School community will not tolerate any form of bullying or harassment. All bullying and harassment will be dealt with as soon as possible and will result in appropriate action being taken.**

Bullying: is repeated verbal, physical or social behavior that is harmful and involves the misuse of power by an individual or group towards one or more persons.

**Cyber-bullying** refers to bullying through information and communication technologies. Instances can include repeated negative messages, sexual and racist harassment, denigration, impersonation, trickery, exclusion and cyber stalking. Cyber bullying may occur at various levels of severity, from occasional messages to frequently repeated threats.

Conflict or fights between equals and single incidents are not regarded as bullying.

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

**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. It may be directed randomly or towards the same person/s. It may be intentional or unintentional, i.e. words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless.

Source: <http://www.decd.sa.gov.au/speced2/pages/bullying/saferschools/>

Definitions of the Forms of Harassment, as agreed by the Safe and Supportive Schools Communities Management Group, which is a national committee supported by the Ministerial Council for Education, Early Childhood Development and Youth Affairs (MCEEDYA)

### **How can I tell if my child is being bullied or harassed?**

When people are bullied and / or harassed they may feel angry, embarrassed, frightened, humiliated or uncomfortable, scared or unsafe.

Some signs that a child or young person is being bullied or harassed may be:

- Reduced ability to concentrate and learn
- Refusal to attend school or finding reasons not to go to school
- Unexplained cuts, bruises or scratches
- Stolen or damaged possessions/clothing
- Headaches or stomach aches
- Asking for extra pocket money or food
- Acting out - tearfulness, sadness or lack of interest in usual activities

### **What should I do about bullying and harassment?**

If you think your child is being bullied or harassed, you may feel anxious or sad. It is important to remain calm. Keep in mind that there might be other factors related to the situation that you may not be aware of. It is important to enable the school to ascertain both sides of the situation and to take the appropriate course of action.

Listen calmly to your child; let them know that telling you was the right thing to do.

Take your child's concerns seriously without being over-protective.

Tell your child that bullying is wrong and that he / she has the right to be and feel safe.

Remind your child that bullying is not their fault.

Help your child work out a plan of what he / she could do to help make the situation better.

### **Raising your concerns with the school**

Speak with your child's class teacher - report the facts and try to avoid blaming language.

Decide on some actions and how you might support these at home. Agree to a follow up meeting.

Monitor the situation and report outcomes to the school. If things haven't improved: Report the situation to the Principal or delegate at the school.

If you have tried these suggestions, including working with the school and your child is still being bullied or harassed, contact your local regional office and talk to the Manager of Regional Support Services who will work with you and the school to try and solve the problem.

The telephone number for your Regional Office

At Hendon Primary bullying is unacceptable and staff will tackle the issues in a timely constructive non judgemental manner using the processes of natural justice through -

### **Prevention Strategies:**

At Hendon Primary staff and/or students will

- Revisit grievance procedures annually.
- Discuss bullying and harassment policies and what to do in case bullying occurs as part of the Keeping Safe programme.
- Conduct annual bullying surveys with students to identify issues and monitor bullying levels.
- Include cyber safety lessons within the curriculum and, when available, arrange family training opportunities.
- Include resilience training as part of the Social Skills and Habits of Mind programmes.
- Inform new staff, new parents and new students about our policy as well as indicating where print and web based supplementary information can be found.
- Ensure all staff and volunteers are trained in the Responding to abuse and neglect training.
- Annually review this policy and the code of conduct of students at Governing Council and via student consent processes published on the school's website.

- Provide additional support for identified groups within the school who are over represented in the bullying, harassment and discrimination data.

### **Intervention Strategies:**

Should bullying come to the attention of staff a range of strategies will be employed to deal with individual cases. The methodology will depend on the nature and severity of the incidents. Incidents which occur outside of school hours which adversely affect a student's health and well being may be dealt with at a school level and depending on severity may result in suspensions.

Staff at Hendon will deal with bullying issues in a timely manner and may use a number of the following recommended strategies

#### **The traditional disciplinary approach.**

which may include timeouts and play restrictions through to suspensions and exclusions depending on severity

#### **Strengthening the victim**

training which improves resilience to enable the victim to cope

#### **Mediation.**

involves the bully and victim meeting with support to resolve differences

#### **Restorative practice.**

bullies are instructed to listen to how the victim feels and come to an agreement as to how to 'make things right'

#### **The support group method.**

similar to restorative process but victim is supported by peers

#### **The method of shared concern.**

Initially bullies are confronted with accounts from the victim before meeting with victims to report on the strategies to resolve the issues.

Parents/ caregivers of both perpetrators and victims will be informed of the course of action and followed up at a later date to ensure satisfactory resolution of the issues

These approaches are described in detail and discussed by Prof Ken Rigby in *Bullying interventions in schools: Six major approaches* (2010, Camberwell, ACER).

### **Post Intervention Strategies:**

Incidences of bullying are followed up with all stakeholders to ensure

- all parties are satisfied with the outcomes
- bullying doesn't reoccur
- victims perpetrators and bystanders are supported

Links to useful websites

<http://www.decd.sa.gov.au/speced2/pages/bullying/saferschools/>

<http://www.decd.sa.gov.au/speced2/pages/bullying/coalition/>

[www.kenrigby.net](http://www.kenrigby.net).