Statement on Bullying and Harassment - Craigburn Primary School

We aim to establish a community in which everybody feels valued, respected and safe, and where individual differences are appreciated, understood and accepted. Everybody has a right to enjoy their time at school.

This community does not tolerate bullying or harassment.

Bullying is:

- a repeated unjustifiable behaviour that may be physical, verbal and/or psychological
- intended to cause fear, distress, or harm to another
- conducted by a more powerful individual or group
- against a less powerful individual who is unable to effectively resist

All members of the school community need to follow these simple steps to provide a friendly, safe environment.

If you are bullied you can:

- tell them to stop
- ignore them
- walk away
- tell someone who will help you

If you see someone being bullied you can:

- tell the person bullying to stop
- be a friend to the person being bullied
- seek help

The School Community will:

- promote students’ sense of concern and responsibility
Bullying

- provide positive role models
- build self-esteem
- develop skills and strategies to deal with bullying
- keep the lines of communication open
- disseminate information

Various processes and methods of intervention are used to address bullying at Craigburn. Each of the following approaches are considered to be appropriate depending on the situation. (as adapted from Rigby 2010)

The traditional disciplinary approach. Consequences are applied to a person identified as having engaged in bullying someone.

Strengthening the victim. The person being targeted is instructed or trained so as to cope more effectively with bullying behaviour; for example, through assertiveness training.

Mediation. Individuals involved in bully/victim problems are invited to meet with a trained mediator (adult or student) to explore ways of resolving the situation in a way that is acceptable to all parties.

Restorative practice. A meeting is arranged at which the person/s engaged in bullying are instructed to listen to how their ‘target’ feels about the treatment. They are required to reflect upon what has been happening and to act restoratively (eg by making an acceptable apology to those offended).

The support group method. The targeted person is interviewed and an account of the distress that has been experienced is communicated to those identified as the bullies. This is done at a meeting of the bullies attended also by selected students who are supportive of the target person. All present at the meeting are required to say how they will help to resolve the problem. The outcome is then carefully monitored.

The method of shared concern. The teacher / leader meets individually with the person/s suspected of the bullying and shares a concern over what has been happening to the target person. Each of the suspected perpetrators is asked to suggest ways in which they can help, and to agree to act accordingly. After discussing the situation with the target person, the teacher / leader convenes a meeting of all the suspected bullies to formulate an agreed plan to resolve the problem. At a final meeting, a solution is negotiated between the suspected bullies and the target person who has now been invited to join them.

As Students You Can

- Tell the person doing the bullying to stop. State quite clearly that the behaviour is unwelcome and offensive
- Seek help. Talk to someone you can trust.
- Report to a member of the school staff or a buddy. Feel confident that any incident can
be resolved.
- Respect yourself and others and try to uphold the school values of self-worth caring and responsibility.
- Show that you and your friends disapprove of bullying

As Staff You Can

- Adopt positive classroom management strategies and incorporate anti-bullying messages in the curriculum
- Provide positive role models for students
- Actively counteract bullying behaviour
- Respond appropriately to any reported incidents of bullying
- Be obviously present during recess and lunchtimes, as a deterrent to possible incidents of bullying.

As Parents You Can

- Be aware of signs of distress in your child
- Assist your child to discuss the problem with a teacher
- Discourage any planned retaliation, either physical or verbal if your child is bullied by discussing positive strategies they can use
- Be positive about your child's qualities and encourage your child to be tolerant and caring

Relevant Documents / Support Programs / Policies

- Safer DECD Schools
- DECD - Anti-Bullying and Harassment Policy
- DECS School Discipline Policy Statement
- Friendly Schools and Family Program
- DECS Learner Wellbeing Framework for Birth to Year 12
- National Safe Schools Framework
- Bill Cossey Report - School Vision and Values statements
- Child Protection Curriculum
- Restorative Practice