Anti-bullying Policy

Penrose Public School

Penrose Public School is committed to providing a safe and caring environment that fosters respect for others and does not tolerate bullying. Every student has a right to enjoy his or her time at school.

Our definition of bullying

Bullying is defined as repeatedly hurting another person who is less powerful—either physically or psychologically. Bullying can take many forms. We consider the following behaviour to be bullying:

Physical:
- Hitting, kicking, punching
- Pushing, shoving, spitting
- Making rude gestures
- Taking or damaging something which belongs to someone else
- Forcing others to hand over food, money or something that belongs to them
- Making someone do something they don’t want to

Verbal:
- Name calling
- Teasing
- Threatening
- Making someone do something they don’t want to do

Indirect:
- Excluding others from the game or group
- Spreading untrue stories about others
- Sending nasty emails or text messages
Strategies we will use to deal with bullying

At Penrose Public School we will:

- Openly talk about bullying – what it is, how it affects us and what we can do about it.
- Teach our students the skills that will build their self-esteem and empower them to take responsibility for themselves – and give them the opportunity to practise these skills.
- Formulate a policy that clearly states what actions we will take to deal with bullying behaviour.

Responsibilities of staff:

- To model appropriate behaviours at all times
- To deal with all reported and observed incidences of bullying as set out in this policy.
- To ensure that students are supervised at all times.
- To report incidences of bullying to the Principal if this is warranted.

Responsibilities of students:

- To ‘tell’ if they are being bullied or if they see someone else being bullied – both at school and on the way to and from school.
- To help someone who is being bullied.
- To not bully others

Responsibility of parents:

- To watch for signs that their child may be being bullied.
- To speak to someone on staff at Penrose Public School, if their child is being bullied, or suspect that this is happening.
- To instruct their children to ‘tell’ if they are being bullied.
**Reporting of bullying**

Incidences of bullying can be reported to any teacher or the Principal by children and their parents. Any bullying incidences that are dealt with will be recorded and this record will be kept until we evaluate the program, “Beat the Bully”.

**Responding to reported incidences of bullying**

When a bullying incident is reported or observed we will use the following graded sanctions:

1: Talk to the students involved about the incident and remind them that such behaviour is not acceptable. Comfort the victim and point out how he/she feels.

2: Try and get the offender to accept responsibility for his/her behaviour, agree to stop behaving in this manner and apologise to the victim.

3: Warn the bully of the consequences of further incidences.

4: Inform other staff of the incident and record it. Have a “Beat the Bully” record book accessible to staff.

5: Monitor the behaviour of the students involved following this discussion. Try and give the bully some tasks to do or some responsibilities, or praise him/her for doing something right.

6: If the aggression is repeated, separate the offending student from the group for “time out”.

7: If the student continues to bully, make an appointment to speak to the parents/carer. Remind them of the policy and ask for their co-operation in stopping the child from bullying other children. Send home a copy of the Anti-Bullying policy to parents.

8: If none of the sanctions succeed in stopping the student from being aggressive, he/she may be excluded—either from the playground or from school for a short period of time. Official suspension may be appropriate.

The staff will be responsible for implementing the “Beat the Bully” program and ensuring that incidences of bullying are dealt with in a manner consistent with this policy and as soon as possible after it is reported or observed.
Evaluating the Program

We will evaluate the program after a two year cycle. It will be evaluated by: The Principal and staff.

- Noting if there has been a reduction in reported or observed incidences of bullying. (see “Beat the Bully” record book).
- Noting if there has been a change in the ethos of our school.
- Speaking to parents who have reported incidences to find out if the problem has been resolved.
- Noting if there has been an increase in enrolments or requests for enrolment.
- Survey families/students as part of annual review process.

REVIEW

We will have a semesterly reminder of the policy.

- Reminding students and teachers of our policy.
- Copy of policy posted on website and given as part of enrolment package.
- Semester 2 teaching of the program.

Recourses:

“You Can Do It” program.
“Beat the Bully” program by Sue Berne
“Don’t Bully Me” by Howard Small.

This policy meets the D.E.T. Anti-Bullying plan framework

Policy updated 2012