



Gordon Primary School Bullying Policy

Rationale

All members of the Gordon Primary School community have the right to feel safe and to be safe. The whole school community is responsible for creating and maintaining a safe environment.

Definitions

Bullying – Bullying is a repeated negative action by individuals or groups against another. Bullying is used by more powerful individuals or groups to cause fear, distress and/or harm against a less powerful individual, who is unable to stop the bullying from happening. It may be physical, verbal, cyber or psychological in nature.

Harassment - Harassment is a negative behaviour intended to annoy or trouble another individual.

Violence – Violence includes intimidation, abuse, threats, physical assault and deliberate damage property.

Harassment and violence, if repetitious in nature are considered forms of bullying.

Critical Incident – an incident, or series of incidents, which result in:

- Significant disruption to the school’s normal procedure.
- A school being locked down, evacuated or requiring closure.
- Police notification and involvement in the school.
- Significant threat to the safety of students or staff.

Types and severity of bullying

	Direct	Indirect
Physical	<ul style="list-style-type: none"> • Hitting, slapping, punching • Kicking • Pushing, strangling • Spitting, biting • Pinching, scratching • Throwing things 	<ul style="list-style-type: none"> • Getting another person to harm someone
Non-physical	<ul style="list-style-type: none"> • Mean and hurtful name-calling • Hurtful teasing • Demanding money or possessions 	<ul style="list-style-type: none"> • Spreading nasty rumours • Trying to get other students not to like someone

	<ul style="list-style-type: none"> Forcing another to do homework or commit offences such as stealing 	
Non-verbal	<ul style="list-style-type: none"> Threatening and/or obscene gestures 	<ul style="list-style-type: none"> Deliberate exclusion from a group or activity Removing and hiding and/or damaging others' belongings

Types of bullying used by students

Physical

This type of bullying includes hitting, kicking, taking property. This is the least sophisticated type because it is easy to identify.

Verbal

This involves the use of words to hurt or humiliate another person. It includes insults, name-calling, racist comments and constant teasing. This is easiest and quickest to inflict on other children, but can be the most serious because of emotional scars.

Relational

This involves convincing peers to exclude or reject a certain person or people from their social connections. It is linked to verbal bullying and usually occurs when children (most often girls) spread nasty rumours about other people. The most serious effect of this type of bullying is rejection by the peer group at a time when children most need their social connections.

Severity of bullying situations

The severity of the situation can be judged based on a few factors:

- Duration of behaviour
How long has the situation been going on? eg a bump in the corridor will be far more threatening and severe if it is accompanied by other bullying behaviours that have been going on for a long time.
- Frequency of behaviour
How often does this happen? Is the child bullied every day, once a term?
- Type of bullying behaviour
Is this severe or mild behaviour? Eg is the child being physically assaulted or is it mild teasing?

Policy Objectives

The objectives of the Gordon Primary School Bullying Policy are to:

- Establish a safe learning and working environment.
- Support all individuals involved in bullying.
- Understand what bullying is and is not.
- Recognise and understand the differences between aggressive and assertive behaviour.
- Develop skills and strategies to deal with bullying in a positive and productive manner.

Rights and Responsibilities

All members of the Gordon Primary School community have the right to feel safe and to be safe. All members of the Gordon Primary School community are responsible for ensuring that this happens.

Rights	Responsibilities
To feel safe	Act in a safe manner
To learn and work	Respect the rights of others
To enjoy school	To support others
To be valued and respected	To treat others with respect and fairness
To be treated with fairness	

Staff, students and parents have the following responsibilities:

The Leadership Team will

- support, promote, enact, maintain and review the bullying policy and procedures.

All staff will

- be familiar with the Education Directorate and school policies on bullying and the actions that they must take in response to incidents that are determined to be critical incidents.

Teachers will

- be models of caring and tolerant behaviour consistent with Gordon Gold and Glasser philosophies.
- listen to reports of bullying
- act on all reports of bullying in a manner which takes in to account the best interests and needs of the individuals involved
- inform executive staff
- protect the person from further harm
- act to stop the behaviour reoccurring
- record identified bullying incidents

Bystanders should

- intervene in the situation in a positive manner
- seek teacher assistance
- be involved in any follow up action if required

Parents should

- be familiar with the school bullying policy including definitions and procedures
- listen sympathetically to reports of bullying

- discuss their concerns with relevant staff members
- work with the school in seeking a permanent solution

Students who are bullied must report the incident to a member of staff or their parent/carer.

Management of Incidents

Action

On receiving a report of bullying in the classroom and/or the playground a teacher will:

1. Protect the individual from further harm.
2. Determine if the reported incident is bullying.
3. If the incident is found to be of a bullying nature, interview the individuals involved, including by-standers, using the relational questioning method or the Glasser 'Reality Therapy' interviewing method.
4. Report the incident to an executive teacher for counselling and discussion of follow up action.
5. If necessary where appropriate, inform parents of the individuals involved of the incident and work with them to develop strategies for a change in behaviour.
6. Where necessary speak to class during circle time about the incident without using names.
7. Monitor the situation.

School strategies to reduce and prevent bullying

- Implementation of 'Kismatter' and 'Bounceback' programs
- Self-protective and positive by-stander behaviours explicitly taught throughout the year as a preventative measure.
- The bullying policy is clearly defined and outlined to staff, students and parents with particular regard to new staff and students.
- Reward positive behaviour. Unit awards, assembly awards merit certificates, names in newsletter.
- Acknowledge positive behaviour in the playground.