



# Coomandook Area School

"Striving To Make The Difference"

## **Anti Bullying Policy**

Our school is committed to providing a safe and caring environment that fosters respect for others and does not tolerate bullying.

Our definition of bullying- "Bullying is when anybody is consistently mean or nasty to you, and it hurts you or makes you feel sad"

Bullying can take many forms. It can occur between students, between students and adults, and between adults. 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 do not want to.

### Verbal

- Name calling
- Teasing
- Threatening
- Making fun of someone because of his or her appearance, physical characteristics or cultural background.
- Making fun of someone's actions.
- Belittling others

### Indirect

- Excluding others from the game, activity or group.
- Spreading untrue stories about others.

### Strategies we will use to deal with Bullying

At Coomandook Area School we will:

- Openly talk about bullying- what it is, how it effects us, what we can do about it.
- Teach our students the skills that will build their self-esteem and empower them to take the responsibility for themselves and give them the opportunity to practice these skills.
- Use our Student Behaviour Management policy that clearly states what actions we will take to deal with bullying behaviours.

### Staff responsibilities

- To model appropriate behaviours at all times.
- Actively encourage students to report incidents of bullying.
- To deal with reported and observed incidents of bullying as outlined in this policy.
- To report all incidents.
- Reinforce positive student anti bullying behaviours.

### Responsibilities of students

- To help someone who is being bullied.
- To not bully others.
- To report people who are bullying others at school or on the way to or from school to a staff member or adult.



### Responsibilities of Parents or caregivers

- To watch for signs that their child may be being bullied.
- To speak to someone on staff if they feel or suspect that their child is being bullied.
- To instruct their children to use the school's grievance procedures if they are being bullied.
- Be a positive role model for their child.

### Reporting of Bullying

Children and their parents can report incidents of bullying to any teacher. Any bullying incidents that are dealt with will be recorded, and this record kept.

### Responding to reported incidents of Bullying

When a bullying incident is reported or observed we will use the following graded sanctions. Initially using "No Blame" responses that seek to resolve problems and develop skills and understanding in both the bully and the victim. These may include-

- Mediation
- Peer support groups
- Shared concern
- Assertiveness training
- Monitoring both the behaviours of the 'bully' and the 'victim'.
- Using school level behaviour management responses or Suspension, Exclusion and Expulsion guidelines responses when bullying persists.

### We will review the program by-

- Reminding students and teachers of our policy at the beginning of each year.
- Including a copy of the policy in the newsletter for parents
- Revising anti-bullying techniques and strategies within the schools Pastoral care program.
- Reminding students and staff of the Policy and its consequences, at a school assembly each year.