

Anti-Bullying and Harassment Policy

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

Conflicts or fights between equals and single incidents are not defined as bullying.

Cyber-bullying refers to bullying through websites, email, instant messaging apps, or using mobile phones or devices.

Harassment is behaviour that targets an individual or group due to their identity, race, culture, ethnic origin, religion, physical characteristics, gender, sexuality, ability or disability that offends, humiliates, intimidates or creates a hostile environment.

Harassment may be an ongoing pattern of behaviour or a single act.

At Plympton Primary School:

- We all have the right to feel safe, happy and free from bullying and harassment
- We all have the right to be treated as worthwhile individuals
- Everyone has a responsibility for ensuring their behaviour is appropriate
- At this school students who witness others engaged in harassment or bullying are expected to take positive steps to counter the behaviour, either by being a positive bystander, or asking for help
- We are all expected to uphold the Plympton Primary School Behaviour Code. (appendix 1)

Types of Bullying, Harassment, and Violence:

Physical: repeated hitting, punching, kicking, touching, pushing and pulling, scratching, rubbing, grabbing, pinching, spitting, taking/damaging property, and using objects as weapons.

Sexual: repeated unwelcome written, verbal, or physical contact of a sexual nature.

Verbal and Written: repeated spoken or written insults, putting people down because of gender, family background, personal life or appearance, race, religion, abilities or interests threats, suggestive comments, name calling, unfair criticism, spreading rumours, note writing, graffiti, pictures.

Body Language: repeated hand gestures, looks, facial expressions, turning away with the intent to cause harm.

Group: repeatedly forming groups to exclude others, by encouraging others to bully or harass.

Cyber: refers to bullying through websites, email, instant messaging, or using mobile phones or device.

Where Can Bullying Happen?

In the school yard or playground particularly out of view of adults

In the classroom

In the library

In the toilets

On electronic devices

On excursions or camps

On the way to school....it can happen anywhere

What to do if you are being bullied:

- tell a teacher or staff member
- see the Student Wellbeing Senior Leader, Deputy Principal, or Principal. You can take a friend to support you
- tell your parent or carer, and ask them to contact the staff at the school

Teachers will work with you on how to:

- prevent bullying and restore relationships
- deal with bullying and what to do if you are being bullied or harassed
- be confident, cooperate and get along with others
- bounce back and be resilient
- listen to and support the person who has been bullied; be a supportive bystander
- keep yourself safe

In the event of bullying or harassment happening at the school, staff will:

- work with the student who has been bullied, this could be in the form of initial counselling
- inform the person being bullied or harassed that the matter will be dealt with and he/she will be informed as to what occurred
- inform Leadership
- inform the parents / caregivers of the student bullied or harassed and those of the student responsible, of what has happened and how the school is dealing with the issue
- maintain consistency in response to bullying and harassment
- maintain confidentiality
- use Restorative Practises, the school behaviour code and the language of the school values to manage conversations with those involved
- use the Student Behaviour Policy to guide an appropriate response to the incident

School Responsibilities:

At Plympton Primary School we:

- include measures to counter bullying and harassment in our teaching programs for example the Child Protection Curriculum, through reinforcing our school CHERRY Values, through affiliation to anti bullying programs e.g. *Bullying No Way*. Update adults in the school of recent research, teaching programs and departmental initiatives
- in the case of violence the safety of students is our first priority.

*Note: Responses to violence will be determined by the seriousness of the act.

How To Deal With Cyber Bullying:

- do not share your private information such as passwords, name and address, phone numbers with people you don't know. This can also include sharing of photos of yourself, your friends and your family
- do not respond to messages when you are angry or hurt - both to strangers and also to people you know. This will often encourage them to continue or increase their harassment of you
- remember you have the option to block, delete and report anyone who is harassing you online and on any device
- find out how to report bullying and harassment on each of the different social networks that you use
- keep a record of calls, messages, posts and emails that may be hurtful or harmful to you
- report cyber bullying to your parents and to school staff

PRINCIPAL

The Principal is accountable, under the Education and Equal Opportunity Act, not only for providing an appropriate work and learning environment, but also for taking positive action to prevent bullying or harassment from occurring.

This policy complies with Department for Education School Discipline Policy

Reviewed: 2019



Plympton Primary School Behaviour Code.


Name _____

<p>These are the expectations that the school has of me as a student at Plympton Primary School.</p>	<p>I understand what this means.</p>
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<p>I will use our CHERRY values to support me to make strong choices at school.</p>	
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<p>I will communicate respectfully and honestly with everyone using appropriate words, body language and tone of my voice.</p>	
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<p>I will take responsibility for communication between home and school e.g. communication books/diaries, newsletter, notes/forms to my parents or caregivers.</p>	
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<p>I will come to lessons prepared and organised for the school day so I can take part in all of the learning.</p>	
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<p>I will arrive at school on time and attend every day unless I have my absence approved by my parents/caregivers.</p>	
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<p>My relationships with others will be equal, fair and respectful.</p>	
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<p>I will show care and respect for property and our school environment</p>	
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<p>I will play safely, use equipment safely and make sure my actions and movements don't make school an unsafe place for others.</p>	
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<p>I will wear the correct PPS uniform</p>	
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I understand the expectations of Plympton Primary School.

Signed _____

Date _____



Appendix 2

HOW TO RECOGNISE A STUDENT BEING BULLIED: Information about the signs of bullying

Students who are being bullied or harassed may not talk about it with their teachers, friends or with the school's counsellors. They may be afraid that it will only make things worse or they may feel that it is wrong to 'tell tales'.

This is why parents and teachers have an important part to play in helping the school and the student deal with bullying. A change in behaviour in students may be a signal that they are being bullied or they have some other concern.

Signs

Some signs that a student is being bullied may be:

unexplained cuts, bruises or scratches

damaged or ripped clothing

vague headaches or stomach aches

refusal to go to school

asking for extra pocket money or food

tearfulness, anxiety or difficulty sleeping

'hiding' information on mobile phones, emails or in comments on their social networking pages