



Munno Para

PRIMARY SCHOOL

Respect, Responsibility, Success



Anti-bullying Policy

Bullying, harassment and violence is hurtful and destructive. Physical bullying *can be seen*. Cyber bullying happens *behind the screens*. Bullying, harassment and violence continue to be issues of concern for students and their parents/guardians.

Bullying, including cyber bullying and harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

At Munno Para PS we will work with the school community and other services and agencies to support our students in being responsible and productive members of this community.

What is Bullying?

Bullying is the use of constant aggression, with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist; racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: being bullied by SMS on mobile phones or through the internet using email, MSN messenger, Facebook or social network sites

At Munno Para PS we respond promptly and effectively to issues of bullying by:

- Communicating with parents or caregivers about the situation
- Counselling students who are bullied or are bullying by others
- Putting consequences in place for students who bully others
- Having teacher and leadership team talk with the bully about their choices and behaviour

Prevention strategies include:

- Through Positive Behaviour Learning (PBL) approaches students at MPPS are taught explicitly what is expected of them in terms of behaviour
- WOW Time run in every class on a regular basis and allow students and teachers to develop positive relationships with each other and promote connectedness to the school community
- All children are taught strategies to manage their feelings and positive conflict resolution
- Providing professional development to staff with a focus upon the National Safe Schools Framework, DECD Safer Schools document, WellBeing for Learning framework
- Delivery of the DfE Child Protection Curriculum
- Encouraging positive interactions between year levels e.g. buddy class & peer programs
- Targeting particular children and supporting them with anger management, problem solving etc.
- Maintaining vigilance in the yard and classroom
- Teaching about diversity, values strong focus on school values and these are embedded into every classroom and students are conversant with these
- Reviewing behaviour management strategies regularly
- Conducting an online annual anti-bullying survey with all students
- Maintaining records of behaviour incidents and analysing these for patterns of behaviour that may constitute bullying





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- Teaching about bystanders ensuring all students are explicitly taught about their responsibilities in relation to witnessing bullying and the roles played in bullying situations

Intervention strategies:

- Counselling/talking with students
- Talking with parents
- Clear, appropriate and fair consequences in line with natural justice
- Ensuring that all the school community know and follow the school expectations and guidelines in relation to bullying
- Maintaining vigilance in the yard and classroom ensuring staff are aware of possible offenders
- Providing students with the skills to explicitly state/ articulate when reporting an incident to a teacher / adult the behaviours etc.

Post intervention strategies:

- Monitoring the situation and maintaining safety for all, meeting with student's who have been the recipients of bullying and monitoring that the bullying has stopped and also meeting with the identified bully
- Continued review of behaviour management processes / procedures both in the class and the yard
- Continue training, updating skills and resources of staff and students
- Identifying and addressing hotspots in the yard
- Use of restorative justice practises where appropriate to empower recipients of bullying **not all distressing or hurtful behaviour is bullying.**

Bullying is not

- **A single incident of malicious or aggressive behaviour** Bullying and harassment are repeated actions. A single incident may still be responded to as part of the school's behaviour management processes as unacceptable behaviour.
- **Dislike** Although social rejection can be hurtful, it is not bullying unless accompanied by repeated and deliberate attempts to distress or hurt.
- **Conflict** Arguments can be distressing but it is not bullying when two people are both upset and neither one is misusing power over the other. Conflict may still give rise to unacceptable behaviour which will be responded to as part of the school's behaviour management processes.

