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## DRAFT

## ANTI BULLYING POLICY ~ Countering Harassment and Bullying

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### Rationale

The policy for Countering Bullying and Harassment at Andamooka PS & Children's Centre is framed within the Department for Education and Child Development (DECD) Vision Statement for the Safer Schools. Andamooka PS & Children's Centre is a site, which advocates a whole school approach where everyone has the right to be safe, secure, protected and free to take risks within their learning environment. We demonstrate respect for individual's rights through inclusivity, restorative practice and mutual understanding.

### Aims

At Andamooka PS & Children's Centre, we aim to:

- Provide a safe, respectful and caring environment in which all students can develop emotionally, socially and academically.
- Respecting mutual rights of all individuals while building workable relationships within our site community (students, staff, families and wider community)
- Provide guidelines to our site community for fostering and maintaining student management and countering bullying, violence and harassment.
- Provide logical and consistent procedures to be applied across the whole school/site community.

### Definition

Harassment is used to define any inappropriate behaviour that may or may not be repeated and which causes a person to feel victimised, offended, humiliated, undermined or threatened in any way. Bullying is one form of harassment; (CESA, Procedures for responding to Bullying in the Workplace, 2006) Furthermore, we acknowledge that bullying can be physical, verbal, visual, psychological and/or social aggression that is intended to cause harm, distress and/or create fear. It can include racial and sexual harassment and exclusion. The different types of bullying can be 'Face to Face, Covert and/or Cyber'.

### Implementation

At Andamooka PS & Children's Centre we will

- Develop a system of shared understanding, common practices and consequences for both bullying and harassment.
- Ensure a sequential and consistent approach to the identification and consequences of bullying behaviours.
- Explicitly teach anti-bullying techniques through the curriculum.
- Identify bullying behaviours and the role of the bystander.
- Integrate explicit teaching, modelling, practice and acknowledgement of social and emotional competencies as part of the core curriculum.
- Establish, develop and manage teaching and learning environments in which students learn to act with respect towards themselves and others and their environment.
- Implement behaviour related policies and practices that include both prevention and intervention practices. We will involve students, staff and families in the development of policies to maintain the safety and wellbeing of all.
- Provide ongoing professional learning opportunities for staff, families and community in behaviour related education.
- Respond to issues at the earliest opportunity, consistently and with regard to the uniqueness of each situation, the stage of development of those involved and the opportunities for continued growth in developing personal and social responsibility.



## Rights and Responsibilities

At Andamooka PS & Children's Centre every person has a fundamental right to be safe and be treated with dignity and respect. It is the responsibility of every person to respect and support the basic rights of others.

### Responsibilities of Students:

- Respect themselves and others.
- Be aware of, and take responsibility for, their own behaviour choices.
- Report any bullying behaviours that are observed.

### Responsibilities of Teachers/Staff:

- Model and teach values of justice, reconciliation and respect
- Create a safe and caring learning environment.
- Explicitly teach anti-bullying programs; which include
  - the role of the bystander
  - how to identify bullying behaviours
  - skills to help students deal with bullying behaviours
  - developing resilience
- Ensure that curriculum and teaching methodologies and pedagogies are relevant, sequential and promote successful learning outcomes for all students.
- Participate in the development, implementation and review of the school's policy.
- Maintain training and development in contemporary behaviour management practices.
- Be aware of relevant policies and legal obligations.

### Responsibilities of Parents:

- Encourage children to report incidents
- Be aware of school policies and plans and support Andamooka PS & Children's Centre in implementing these effectively

### Responsibilities of Leadership:

- Ensure values of justice, reconciliation and respect are modelled and taught.
- Ensure that curriculum, teaching methodologies and pedagogies, school structure and practices are relevant and promote successful learning outcomes for all students.
- To involve staff, students and families in the development, implementation and review of the school's policy.
- To ensure all members of the school community are aware of the expectations and consequences of bullying behaviours.
- Provide opportunities for training and development in contemporary behaviour management practices.
- Utilise outside agencies to support staff and families in the effective management of students.
- Review and evaluate school policies, procedures and behaviour codes.
- Be aware of relevant policies and legal obligations.

## Resources

Some of the resources available Andamooka PS & Children's Centre include:

- Safer DECD schools 2011 DECD website
- Grievance and Complaints Procedure 2012
- Keeping Safe: Child Protection Curriculum (2010)
- R.I.C. publications: Bullying in a Cyber World (2010) Bullying ~ Identify, Cope, Prevent. (2002)
- McGrath, H. : Bounce Back (2003)
- DEEWR: Building Values across the Whole School (2009)
- Rigby, K.: Bullying in Schools and what to do about it? Need updated version: Stop the Bullying(2003)



Andamooka  
Primary  
School



Andamooka  
Children's  
Centre  
for Early Childhood  
Development and Parenting

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Leader

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Date

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Governing Council Chairperson

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Date

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Date Implemented

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Review Date