



Education and Training

GARRAN PRIMARY SCHOOL

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Anti-Bullying Policy

Garran Primary School is committed to providing a safe and caring environment which fosters respect for others and a no-tolerance attitude towards bullying behaviour. This policy compliments and is supported by Garran Primary School's *Student Management and Wellbeing Policy*.

1. Context

- This policy complies with the ACT Department of Education and Training's *Countering Bullying, Harassment and Violence in ACT Public Schools*.
- At Garran Primary School, bullying is defined as aggressive behaviour that has the intent to intimidate or hurt a weaker person. The behaviour is often persistent, repeated and involves someone being intimidated or hurt. The person displaying bullying behaviour gains enjoyment from seeing the distress of another. Underlying most bullying is an imbalance of power and a desire to dominate.
- Bullying may be:
 - **physical** (hitting, kicking, pinching, sexual behaviour),
 - **verbal** (name calling, teasing, verbal sexual behaviour),
 - **psychological** (stand over tactics, gestures),
 - **social** (exclusion, rumours, putdowns) or
 - **cyber** (using technology to intimidate)
- Bullying:
 - may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge
 - have an element of threat
 - can be continued over a period of time
 - is often hidden from adults
 - will be sustained if adults or peers do not take action.
- Restorative Practice refers to structured processes designed to repair the harm and to teach and encourage more socially responsible behaviours after incidents such as bullying. Restorative practice examples include the formal apology, the method of shared concern, restitution and community conferencing (if required).

2. Policy

- We will, through such programs as *Protective Behaviours*, *Friendly Kids*, *Friendly Classrooms* and the *Bullying No Way* website:
 - Openly talk about bullying, what it is, how it affects us and what we can do about it
 - Teach our students the skills which will build their self-esteem and empower them to take responsibility for themselves, be resilient and give the opportunity to practice these skills.
 - Formulate procedures which clearly state what actions we will take to be informed about bullying and to manage this behaviour.
- Students and parents may report incidents of bullying to any staff member.
- Incidents reported to staff are fully investigated and documented. Students are counselled. Bullying will be dealt with according to the guidelines found in the *Garran Student Management and Wellbeing Policy* in dealing with classroom and playground incidents.
- Restorative practice principles will be used with victims and bullies.
- The victim is counselled at all levels to support and empower them.

3. Procedure

Staff Responsibilities

- To respond to and follow up all reported and/or observed incidents of bullying set out in this policy.
- Teach students positive social skills and how to recognise inappropriate social skills.
- Develop an understanding of, and define bullying.
- Develop an anti-bullying code of practice.
- Develop a bystander's code of practice.

Student Responsibilities

- To report if they are being bullied or if someone else is being bullied – both at school and on the way to and from school.
- To be persistent in reporting incidents and seeking assistance (*Protective Behaviours*).
- To help someone who is being bullied by saying “Stop” then seeking adult assistance if required
- Not to bully others.
- To understand that **reporting** bullying is a **positive** action.

Parent Responsibilities

- To watch for signs that their child may be being bullied.
- Encourage children to respect the differences of others.
- To speak initially to their child's teacher or a member on staff at Garran Primary School if their child has reported being bullied or they suspect something may be happening.
- To instruct their child to report if they are being bullied.
- To assist their child in developing an awareness of bullying behaviours and to use strategies as outlined in the policy.