



ANTIBULLYING POLICY

POLICY NAME	ANTI BULLYING POLICY						
APPROVAL AUTHORITY	PRINCIPAL	ADOPTED	APRIL 2023	REVIEWED	JANUARY 2024	NEXT REVIEW	JANUARY 2025
RESPONSIBLE EXECUTIVE	SCHOOL COUNCELLOR						
RESPONSIBLE OFFICE	ADMINISTRATION	AVAILABLE	In the Library , Website				

INTRODUCTION

IES provides a safe, inclusive, and supportive learning environment that does not tolerate bullying, harassment, and violence. Bullying, including cyber bullying, harassment, and violence, is not acceptable in this school and will be dealt with seriously. The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

WHAT IS BULLYING?

Bullying is repeated verbal, physical, social, or psychological behaviour that is harmful and involves the misuse of power by an individual or a group. Cyber bullying refers to bullying through information and communication technologies such as the internet and mobile phones. Bullying of any form or for any reason can have long standing effects on those involved, including bystanders. Conflicts or fights between equals and single incidents are not defined as bullying.

BULLYING CAN BE:

PHYSICAL:

Kicking, hitting, pushing, pinching, spitting, tripping, punching, shoving, kicking, flicking, throwing objects, unwanted touching.

VERBAL:

Name-calling, teasing, taunting, mocking, making offensive comments, putting others down, threatening.

EMOTIONAL:

Threats, stalking, offensive gestures, stand over tactics, taking or damaging someone's property, ignoring, gossiping, maliciously excluding people from groups, producing offensive graffiti, offensive or hurtful comments about appearance, family and/or friends, spreading hurtful/untruthful rumours.

CYBER:

Inappropriate text messaging, sending offensive or degrading images and/or comments by phone/internet/email, communicating under false pretences, forwarding of other students' private communication, establishment of websites to humiliate others.

REPORTING & RESPONSIBILITIES

IES has a whole school approach to anti-bullying. Responsibilities of all staff - including, teachers, support staff and leadership:

- Teach the school's FRESH Values (Friendship, Respect, Endeavour, Respect and Honesty)
- Teach and build understandings around Habits of Mind.
- Have effective relationships with students, be approachable and model positive Behaviours.
- Encourage students to problem solve and help them with problems
- Ensure students feel safe and secure; be observant of relationships and how students are interacting.
- Have a no tolerance stance to bullying and be consistent when dealing with bullying behaviours.
- Listen to student and parent concerns, investigate any reports and deal with bullying situations.

RESPONSIBILITIES OF STUDENTS:

- Follow our FRESH values (Friendship, Respect, Endeavour, Respect and Honesty), being responsible and showing examples of good behaviour.

Treat others as you would like to be treated

- o Try to solve problems yourself, be resilient and stand up for yourself in an appropriate way
- o Include others in activities when you can, so no one feels left out
- o Be honest and own up to mistakes
- o Tell an adult on your Trust Tree (teacher or parent/caregiver) if you are being bullied
- o Fill in a 'Keeping Safe Form' in the school library if you are being bullied or see others being bullied.
- o If you notice something that is not right, let a teacher know
- o Don't be a bystander if you see something is happening get help

Responsibilities of the Principal:

- Ensure annual review of the policy
- Communicate with, and provide support and guidance, for all relevant parties when required
- Provide to the School Council, updates each term in relation to data and trends in relation to bullying.

RESPONSIBILITIES OF PARENTS/CAREGIVERS:

- o Be a good role model for your child and talk to your child in a positive manner
- o Monitor online activity, abiding by the age limit restrictions on social media sites
- o Talk to your child about any issues and about their day and let the school know if your child is upset.
- o Encourage your child to do the right thing and build resiliency

- Take a no tolerance approach to bullying
- Support the school's Behaviour Code and support consequences
- Be prepared that your child might be the problem
- Encourage your child to find the good in people and work on their character at home
- Teach your child to be assertive in an appropriate way
- Work with your child to understand there are two sides to a story
- Report to teachers any concerns your child may have
- Report signs of bullying, which may include: - Unwillingness to attend school – A pattern of vague headaches or stomach aches - Personal items or equipment have gone missing - Damaged clothing or bruising - Expresses threats to hurt self or others - Asking for extra pocket money or food - 'Hiding' information on mobile phones or from social network sites

What to do if bullying has occurred

- When students are being bullied they should follow advice in the school's Anti-bullying brochure (given to students annually and available on the school website).

- If bullying continues, the student or their parents/caregivers should talk in the first instance to the class teacher as soon after the incident as possible.

Parents/Caregivers and students may find it helpful to write down the details of the incident as a first step.

- If bullying has happened on social media, we recommend that screenshots are taken. If a parent/caregiver feels that a criminal offence has been committed, they have the right to take this information directly to DECD.

When reporting a bullying incident, a face-to-face discussion (Department of education and child development ,DECD)on is usually the best way. This gives the school the best opportunity to follow up the incident and intervene. If the incident is serious or unresolved, reports should be made to a member of the

Leadership Team. In this situation, the leader will:

- Talk with the student/s involved

- Work with the student displaying the behaviour to help them understand the situation usually includes a restorative meeting with the targeted student.

Inform the parents of the

- student who has instigated the bullying

- Apply appropriate consequences according to the school's Behaviour Code and guidelines – restricted play time, Reflection, suspension.

- Monitor the situation

If parents/caregivers are dissatisfied with the outcome, they can follow up with a request for a further meeting.

If seriously concerned about the way the school is dealing with an incident, a parent/caregiver can contact the DECD Education Complaints Unit for support.

What does IES do to prevent bullying?

- IES has a commitment to ensure a safe learning environment free of bullying and harassment.
- Parents/Caregivers will be provided with information about school policies via the school website and newsletters.
- Staff monitor incidents of bullying and identify patterns amongst individuals and/or cohorts of students.
- This behavioural data is used to evaluate the effectiveness of the school's anti-bullying policy and to implement strategies to address specific issues.

We partake Against Bullying and students are involved in activities within classrooms to address bullying. On this day all students are given a copy of the Anti-Bullying brochure and a 'Keeping Safe Form'.

Programs that focus on developing in students a sense of belonging, collaboration and community responsibility include:

- o A whole school Quality Classroom set up process at the beginning of every year
- o A Student Executive group which meets fortnightly and has representatives from every classroom

- Buddy Time involves older and younger students working together
- Play Mentors program involves students organising and coordinating games/activities

for younger students at recess and lunch playtime

- o The DECD Child Protection Curriculum, implemented in every classroom

Induction programs (Behaviour Education) are delivered to new staff and students. Parents are provided with a brochure that outlines the school's stance on bullying and provides information on useful resources.

Further Information

Parents/Caregivers and the community can access the policy and the school website.

Date of Review : January 2024

Next Review : January 2025



Dr. Prasanna Bhaskar

Principal