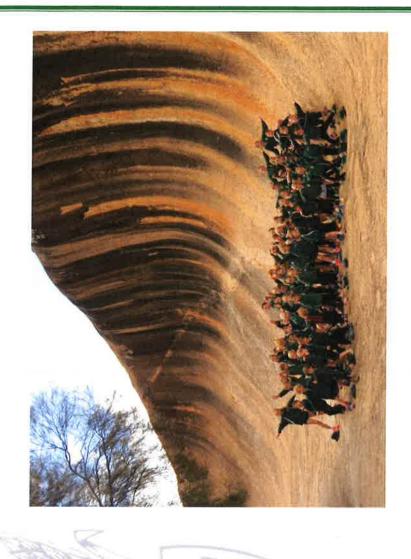
HYDEN PRIMARY SCHOOL

COUNTER-BULLYING POLICY



accepted by Hyden PS School Board July 2019

School Board Chairperson: "Trankle Couper Sandie Couper

Principal: #Mmda/a

Rationale

Bullying is a learned behaviour which is unacceptable. However, bullying behaviours can be changed. Hyden Primary School takes an educative approach to managing and preventing bullying. Our processes and activities promote the development of the values and behaviours that create and maintain inclusive, safe and supportive environments.

Vision

At Hyden Primary School, we are all committed to making a safe environment by developing authentic relationships between students, parents and staff based on care, mutual respect and open communication. Bullying, in any form, is not tolerated at our school.

Our definition of bullying

When the following behaviours are used repeatedly to hurt another person, either physically.

socially o	or psychologically, they are considered to be bullying:
Physical Control of the Control of t	Hitting, kicking, punching Pushing, shoving, tripping Spitting, biting Making rude gestures Taking or damaging something which belongs to someone else Forcing others to hand over food, money or something that belongs to them Making someone do something that they don't want to do
Verbal:	Name calling Teasing Threatening Making fun of someone because of their actions, appearance, physical characteristics
Social:	or cultural background Excluding others from the game or group Spreading untrue stories about others
Cyberb	ullying: Using technology to intentionally hurt others socially, psychologically or physically. Sending abusive texts and emails, hurtful messages or images, imitating, excluding or humiliating others online, nasty online gossip and chat.
Bystand □	ders: Witnessing another person being bullied and not getting adult support or comforting them.

Rights and responsibilities of school community members

MEMBERS		RIGHTS	_	RESPONSIBILITIES
		Are safe and supported in the school		Positive role modelling and
All students,		environment		demonstrate respect for all people
teachers, parents,		Are included		Participate and contribute to school
wider school			_	Positive Behaviour programs
community		Are treated with respect		
				Demonstrate respect and tolerance
			_	towards others
School leadership		Is supported by the school		Fosters a safe and supportive
		community in developing the	_	climate across the school
		school's plan to prevent and		Provides leadership in resourcing
	_	effectively manage bullying	_	the school's plan
		Is supported by the school		Ensures plans are clear and publicly
		community in implementing the		available to the school community
		strategies and programs under the		Ensures the school community is
		school's plan	_	informed of the plan
	1			Implements the plan
			ū	Supports staff to implement the
				strategies and programs under the
u				plan
Staff		Feel safe and supported in the		Adopts a positive classroom
		workplace		environment that fosters caring and
		Are informed by school leadership		empathy
		of the school's plan on bullying		Models appropriate behaviours at all
		Have access to professional learning		times
		in preventing and effectively		Deals with all reported and
		managing bullying		observed incidences of bullying as
		Have access to curriculum resources		set out in this policy
		suitable for supporting students in		Ensures that children are supervised
		building positive relationships,		at all times
		resiliency, safety and bullying		Reports incidences of bullying to the
		prevention		principal
			_	T 1 1 1 1 1 1 1 1 1
Students		Have access to curriculum that		To be thoughtful, respectful,
		supports the building of resiliency		courteous and not bully others
	_	and social skills		To "tell" if they are being bullied or
		Are informed by staff of the		if they see someone else being
		school's plan on bullying		bullied at school
		Are provided with supports by staff		To help someone who is being
		to stop bullying		bullied
				To not bully others
Parents		Are confident their children are		To watch for the signs that their
		provided with a safe and supportive		child may be being bullied.
		school environment		To speak to someone on staff at
		Are provided with access to		Hyden Primary School if their child
		information on the prevention and		is being bullied or they suspect that
		management of bullying by the		this is happening.
	_	principal		To instruct their children to "tell" if
		Are informed by the principal of the		they are bullied.
		school's plan and opportunities to		To support the Hyden Primary
	_	participate		School Counter-Bullying Policy.
Wider community:		Are strategically included in bullying		Provide support and input into the
including other		prevention and management		school's approach to preventing and
professionals	1		_	managing bullying
	1			Strengthen the school's anti-bullying
I	1			messages

Whole-school strategies

At Hyden Primary School we will:

Openly talk about bullying - what it is, how it affects us and what we can do about it.
Focus on building student resiliency and skills for building positive relationships.
Teach our children the skills that will build their self-esteem and empower them to
take responsibility for themselves - and give them the opportunity to practise these
skills.
Provide parents and students with a copy of the school's 'Counter-Bullying Policy'.
Provide parents with a copy of Department of Education's 'Bullying: Advice for
parents' guide.

Reporting of bullying

Incidences of bullying can be reported to any teacher or the principal by children or their parents. Any bullying incidences that are reported will be recorded.

Responding to reported incidences of bullying

When a bullying incident is reported or observed we will use the following graded sanctions:

- 1. Listen carefully and calmly, and document what the student tells you.
- 2. Collect additional information.
- 3. Discuss a plan of action with students.
- 4. Inform the students what you intend to do.
- 5. Provide suggestions about what to do if the bullying occurs again.
- 6. Set a date for follow up review(s).
- 7. Record the incident in school's data management system.
- 8. Notify appropriate personnel.
- 9. Contact the parent/guardian about the incident and the plan of action. Parents of any student involved will be contacted.
- 10. Follow up with students over the next several weeks and months.

(Note: For all observed incidences of bullying a report form is to be completed and handed to the classroom teacher who will record the incident before passing on to the principal.)

The staff will be responsible for ensuring that <u>all</u> incidences of bullying are dealt with in a manner consistent with this policy and as soon as possible after it is reported or observed.

Review

The policy will be reviewed annually.