

# HYDEN PRIMARY SCHOOL

## COUNTER-BULLYING POLICY



accepted by Hyden PS School Board July 2019

School Board Chairperson: Sandie Couper  
Sandie Couper

Principal: Aleks Mutavdzic  
Aleks Mutavdzic



## **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 or psychologically, they are considered to be bullying:

### **Physical:**

- 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 or cultural background

### **Social:**

- Excluding others from the game or group
- Spreading untrue stories about others

### **Cyberbullying:**

- 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.

### **Bystanders:**

- Witnessing another person being bullied and not getting adult support or comforting them.

## Rights and responsibilities of school community members

MEMBERS	RIGHTS	RESPONSIBILITIES
All students, teachers, parents, wider school community	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are safe and supported in the school environment</li> <li><input type="checkbox"/> Are included</li> <li><input type="checkbox"/> Are treated with respect</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Positive role modelling and demonstrate respect for all people</li> <li><input type="checkbox"/> Participate and contribute to school Positive Behaviour programs</li> <li><input type="checkbox"/> Demonstrate respect and tolerance towards others</li> </ul>
School leadership	<ul style="list-style-type: none"> <li><input type="checkbox"/> Is supported by the school community in developing the school's plan to prevent and effectively manage bullying</li> <li><input type="checkbox"/> Is supported by the school community in implementing the strategies and programs under the school's plan</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Fosters a safe and supportive climate across the school</li> <li><input type="checkbox"/> Provides leadership in resourcing the school's plan</li> <li><input type="checkbox"/> Ensures plans are clear and publicly available to the school community</li> <li><input type="checkbox"/> Ensures the school community is informed of the plan</li> <li><input type="checkbox"/> Implements the plan</li> <li><input type="checkbox"/> Supports staff to implement the strategies and programs under the plan</li> </ul>
Staff	<ul style="list-style-type: none"> <li><input type="checkbox"/> Feel safe and supported in the workplace</li> <li><input type="checkbox"/> Are informed by school leadership of the school's plan on bullying</li> <li><input type="checkbox"/> Have access to professional learning in preventing and effectively managing bullying</li> <li><input type="checkbox"/> Have access to curriculum resources suitable for supporting students in building positive relationships, resiliency, safety and bullying prevention</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Adopts a positive classroom environment that fosters caring and empathy</li> <li><input type="checkbox"/> Models appropriate behaviours at all times</li> <li><input type="checkbox"/> Deals with all reported and observed incidences of bullying as set out in this policy</li> <li><input type="checkbox"/> Ensures that children are supervised at all times</li> <li><input type="checkbox"/> Reports incidences of bullying to the principal</li> </ul>
Students	<ul style="list-style-type: none"> <li><input type="checkbox"/> Have access to curriculum that supports the building of resiliency and social skills</li> <li><input type="checkbox"/> Are informed by staff of the school's plan on bullying</li> <li><input type="checkbox"/> Are provided with supports by staff to stop bullying</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> To be thoughtful, respectful, courteous and not bully others</li> <li><input type="checkbox"/> To "tell" if they are being bullied or if they see someone else being bullied at school</li> <li><input type="checkbox"/> To help someone who is being bullied</li> <li><input type="checkbox"/> To not bully others</li> </ul>
Parents	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are confident their children are provided with a safe and supportive school environment</li> <li><input type="checkbox"/> Are provided with access to information on the prevention and management of bullying by the principal</li> <li><input type="checkbox"/> Are informed by the principal of the school's plan and opportunities to participate</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> To watch for the signs that their child may be being bullied.</li> <li><input type="checkbox"/> To speak to someone on staff at Hyden Primary School if their child is being bullied or they suspect that this is happening.</li> <li><input type="checkbox"/> To instruct their children to "tell" if they are bullied.</li> <li><input type="checkbox"/> To support the Hyden Primary School Counter-Bullying Policy.</li> </ul>
Wider community: including other professionals	<ul style="list-style-type: none"> <li><input type="checkbox"/> Are strategically included in bullying prevention and management</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Provide support and input into the school's approach to preventing and managing bullying</li> <li><input type="checkbox"/> Strengthen the school's anti-bullying messages</li> </ul>

## 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 all 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.

