



Norton Summit Primary School

Anti-Bullying Policy



Students have the right to feel safe, supported and connected to their learning environment. Our anti-bullying policy is aligned with our behaviour management policy which has strong links in restorative, transformative justice.

Restorative Justice is one way of achieving justice in our school community; through coming together and acknowledging the impact of one's actions, expressing remorse and taking accountability of actions and taking steps to repair the harm caused.

Transformative Justice takes this one step further and aims to address the causes for inappropriate behaviour and work with children to set goals, be reflective and ultimately, make positive interpersonal choices.

The school implements positive practices through education, cooperation and consultation; the Friendology Program and Child Protection Curriculum are used to help educate our students in this space.

We will not tolerate bullying or retaliation against those who report bullying.

What is Bullying?

Bullying is the **deliberate, repeated and targeted** physical, verbal or social behaviour of that aims to harm, intimidate or embarrass another person. Cyber bullying is the use of communication technologies and social media platforms to exclude, threaten or intimidate others through words or images.

Examples of bullying include:

- ⇒ Verbal (*direct bullying*): spoken or written insults, threats, suggestive comments, spreading rumours, name calling, laughing at peoples attempts at participation
- ⇒ Physical (*direct bullying*): hitting, pushing, tripping, kicking, spitting, damaging personal property, touching, grabbing
- ⇒ Cyber (*direct bullying*): texting, sharing images of people, direct messaging, commenting on posts/ images in insulting or derogatory ways, threatening others
- ⇒ Social (*usually indirect bullying*): excluding people, ignoring people, influencing others to exclude or bully, encouraging bullying, rude gestures, rolling eyes, making faces
- ⇒ *Other forms of bullying include*: racism, sexually inappropriate behaviours, gender stereotyping and discrimination



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Responses to Bullying Incidents - all stakeholders

Students will:	Teachers will:
<ul style="list-style-type: none"> ⇒ Report incidents of bullying; either of themselves or others ⇒ Understand their responsibilities as a bystander (taught as part of the health curriculum) ⇒ Be an active participant in restorative and transformative justice processes 	<ul style="list-style-type: none"> ⇒ Be familiar with the school's anti-bullying policy and restorative justice practice ⇒ Actively teach the Friendology Program and Child Protection Curriculum as part of the Health curriculum ⇒ Record and investigate all reports of bullying and communicate these with leadership ⇒ Use the restorative and transformative justice processes when resolving incidences of bullying ⇒ Follow up all incidences by communicating with parents of all students involved ⇒ Monitor situations and be proactive around reducing/eliminating future incidences ⇒ Treat information regarding bullying confidentially ⇒ Develop and maintain effective classroom management where the safety and rights of all students are valued
Parents will:	Leadership will:
<ul style="list-style-type: none"> ⇒ Listen calmly to their child and support the process of reporting incidents of bullying ⇒ Discuss strategies that could be used in response to incidents ⇒ Make notes of what is reported; this will assist the school in resolving incidents ⇒ Speak with your child's teacher as first point of contact ⇒ If bullying continues, speak to the principal ⇒ If the issue is not resolved after following the above steps, refer to the Parent Complaints Policy 	<ul style="list-style-type: none"> ⇒ Listen to all students who report incidences of bullying and investigate, follow restorative and transformative justice procedures ⇒ Communicate with teachers around reported incidences of bullying and support the important role teachers have in the restorative justice process and their students ⇒ Communicate with families where incidences have not been resolved and work with stakeholders to resolve issues ⇒ Support families with further options to increase the resolution of incidences; ie <i>Social Work Duty Line contacts</i> ⇒ Check and monitor the implementation of the Friendology Program and Child Protection Curriculum



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Norton Summit Primary School; our approach to bullying

Prevention Strategies include:

- Curriculum based learning opportunities in classrooms targeting respectful relationships, problem solving strategies, conflict resolution, personal and social safety (including cyber safety).
- Implementation of Friendology & Child Protection Curriculum
- Developing behaviour expectations and agreements at the beginning of the year and reviewing these each term
- Professional development for staff across multiple platforms including Berry Street Trauma Informed Practice (2022) , Student Support Services (accessed via Mt Barker regional office)

Intervention Strategies Include:

- Conferencing with students involved in harassment and bullying situations
- Using restorative and transformative justice practices to resolve conflict
- Communicating with families
- Applying appropriate consequences for students who harass or bully others
- Documenting all incidents of bullying to ensure accurate historical evidence is available
- Counselling students who experience bullying and access additional necessary support from **SSS** and allied health professionals where appropriate

Post Intervention Strategies include:

- Monitoring and tracking interactions between identified students to reduce possibilities of reoccurrence of bullying behaviours
- Reviewing behaviour policies and practices to ensure effectiveness
- Ongoing communication with **SSS** for support with monitoring of students and accessing appropriate resourcing to support students and families