



EAST NARROGIN PRIMARY
Endeavour Achievement Sustainability Thoughtfulness

East Narrogin Primary School

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Anti-Bullying Policy

Status: Approved by Principal and School Board

Date Issued: 15 May 2018

Evaluation and Review: 2021

Policy Contact Officer: Principal/Deputy Principal

**Related Documentation: ENPS Student Behaviour Expectations (Matrix)
ENPS Behaviour Management Policy**

PURPOSE

At East Narrogin Primary School, we believe that all members of the community have the right to a learning and work environment free from intimidation, humiliation and hurt. We all share a responsibility to foster, promote and restore right relationships. We believe that bullying is unacceptable and we [students, staff and parents] all share a responsibility for preventing it.

This policy builds on the school's Behaviour Management Policy to provide clear procedures and strategies to prevent, reduce and respond to bullying.

POLICY FRAMEWORK

Schools are called to establish relationships which are grounded in love, compassion, reconciliation and justice. In witnessing these values we reject ideas, beliefs and behaviours which marginalise or victimise people.

POLICY CONTENT

Whilst there is no universally accepted definition of bullying, there is general consensus that Bullying behaviour:

Definition

- is deliberate and often repeated
- intends to cause fear, distress, hurt or harm to another
- is action by a more powerful individual or group over a less powerful individual or group

Bullying takes many forms, all of which will cause distress. Examples of bullying include:

- **Physical** - hitting, pushing, tripping, kicking, spitting on others etc

- **Verbal** - teasing, using offensive names, ridiculing, spreading rumours etc
- **Non-Verbal** - writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures etc
- **Exclusion** - deliberately excluding others from group, refusing to sit next to someone etc
- **Extortion** - threatening to take someone's possessions, food or money etc
- **Property** - stealing, hiding, damaging or destroying property etc
- **Cyber** - any form of bullying which is carried out through electronic means such as mobile phones, email, chat room, social networking, 'sms', web page etc
- Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with East Narrogin Primary School Behaviour Expectations.
- **However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.**

How do we prevent bullying at East Narrogin Primary School?

We believe, based on research, that prevention strategies through education that involve the whole school community [students, staff and parents] are more likely to reduce bullying. Therefore, at East Narrogin Primary School we recognise that we all share the responsibility to prevent bullying.

At East Narrogin Primary School we adopt the following strategies to prevent bullying:

Explicit teaching of positive behaviours during our Monday short Assemblies embedded within the curriculum addressing positive relationships, conflict resolution, resilience, bystander action etc.

Regularly recognising and acknowledging students who demonstrate appropriate behaviours that promote and restore right relationships. We acknowledge positive behaviours demonstrated by our students in the classroom and playground by handing out ENE BEE points, moving students to silver or gold on the traffic light system, class rewards and our Monday short assemblies as well as Friday formal assemblies

Vigilant classroom, playground and transition supervision is expected from all staff. Staff are encouraged to be mobile in seeking out problems before they escalate.

We have implemented within our Student Behaviour Policy a recording process on the Student Information System (Integris) that will highlight any ongoing behaviour that may be presented in the playground and classroom. The Deputy Principal will monitor this and in line with our Behaviour Policy deals with incidents as is required.

We provide safe and structured playground spaces and activities at break times. Library supervision is provided for students to have the opportunity to work quietly in this space and take time out from the playground on Monday to Wednesday mornings.

At East Narrogin Primary School **students** are encouraged to:

- *take some positive action to stop the bullying if they observe an incident*
- *report the bullying incident to a teacher as soon as possible*
- *make it clear to their peers that bullying is not accepted*

At East Narrogin Primary School **staff** are expected to:

- *take positive action to stop the bullying when they observe an incident and ensuring the safety of both parties involved.*

- *pass on information about any reported or observed bullying behaviours to the Principal / Deputy Principal / classroom teacher for further investigation and action*
- *all staff use a Restorative Practice approach to dealing with conflict between children. This approach brings about a sense of remorse and restorative action on the part of the offender and forgiveness by the targeted child. It gives each person involved in the conflict a chance to talk about how the bullying actions affected them so that the offender reflects upon the harm they have caused to the other child. This approach has been seen to lead to healthier interpersonal relations among members of the school community and more effective learning. The final stage of this process focusses on personal responsibility, forgiveness and a commitment to positive future behaviour for both the target and the bully, who proposed the solutions and discussed what can be done to prevent a recurrence.*
- *the children involved are monitored by school staff and further intervention occurs if necessary*

At East Narrogin Primary School **parents** are encouraged to:

- *listen to their child and encourage their child to speak to their teacher*
- *contact the school if they have a concern (eg Principal, Deputy Principal or classroom teacher)*
- *support their child in speaking up or modifying their behaviour*

How do we respond to bullying at East Narrogin Primary School?

Bullying is viewed as a major breach of East Narrogin Primary Behavioural expectations and therefore follow up action will align with our school Behaviour Management processes.

Any reports of bullying will be investigated and appropriate timely action will be taken by Admin. The response to bullying will include:

1. guidance and targeted support for the recipient of the bullying (eg Restorative Practice processes to give them time to explain how the bullying affected them, re-skilling and re-teaching of strategies, resilience and social skills, counselling, conflict management skills, social networking etc).
2. guidance and support for 'bystanders', 'supporters' and witnesses of the bullying (eg Restorative Practice processes to make all parties aware of the impact the bullying had on each participant, intervention strategies etc),
3. age appropriate and consistent consequences for the student/s who is/are the bully. (eg consistent with school Behaviour Management).
4. interventions and support for the student/s who bullied included in a Behaviour Support Plan (eg specific interventions developed to reduce the bullying behaviour, teaching of replacement behaviours, reinforcers etc).
5. when bullying has been established parents of the students involved in the incident/s will be contacted by Admin via letter or phone call to inform them of the action and seeking their support for the planned follow up strategies for their child.

Procedures for investigating bullying and follow up at East Narrogin Primary School

In discerning appropriate responses to bullying, the collective welfare of the school community will be balanced with the individual needs of the student.

- Preliminary interview(s) will be conducted by Principal/Deputy Principal to ascertain the specific nature of the bullying. These interviews should be with individuals initially (ie student being bullied, students witnessing bullying, student engaging in bullying behaviour, staff etc).

- **The initial interviews should focus on the safety of individuals. This should include:**

- a clear statement on the consequences if the bullying continues or if there are any reprisals as a

result of the reporting of the incident.

- immediate preventative actions that will be implemented to avoid further incidents.

Decisions will be made as to the level of severity of the incident and whether the parents of those involved need to be informed.

- Follow up interviews should focus on appropriate strategies to assist and support all involved within a Behaviour Support Plan. This Plan will specifically identify the inappropriate behaviours, name the replacement behaviours, outline strategies to support the replacement behaviours and reinforcers (both negative and positive) when behaviours occur.
- A record of the separate interviews should be kept.
- Regular monitoring and follow up with the students involved is necessary. (for example daily, prior to and after break times etc).
- Review of the Behaviour Support Plan will take place to modify strategies and supports.
- Any further recurrence of bullying may result in an issue of warning re suspension and could lead to the implementation of suspension procedures and, if necessary, removal of the student from the school through (the following would be undertaken in consultation with the Principal and Parents):
 - Suspension

This policy has been made available to school personnel, published on the school website, is otherwise readily accessible to parents and pupils on request) and provided to the Parents' and Community Association of East Narrogin Primary. A copy of this policy will be made available to the Department and the patron if requested.

Signed: _____
(Chairperson of Board)

Signed: _____
(Principal)

Date: _____

Date: _____

Date of next review: 2021