STATEMENT OF PURPOSE

Irrawang Public School is committed to creating and maintaining a school culture that values and practises an anti-bullying ethos. The school has developed a whole school anti-bullying program and policy to develop a shared understanding of the negative impacts of bullying, how it may be eliminated in our school and how students may react when they are bullied in their life. It is hoped that such intervention will provide a safe and supportive learning environment for our students and provide students with the skills and strategies necessary.
BULLYING- A SHARED UNDERSTANDING

“Bullying is a form of aggressive behaviour which is usually hurtful and deliberate: it is often persistent, sometimes continuing for weeks, months or even years and it is difficult for those being bullied to defend themselves. Underlying most bullying behaviour is an abuse of power and a desire to intimidate and dominate” (Sharp and Smith 1994)

Rigby (1996) states that bullying contains seven key features:
1. an intention to be hurtful
2. this intention is carried out
3. the behaviour harms the target
4. the bully overwhelms the target with his or her power
5. there is often no justification for the action
6. the behaviour repeats itself again and again
7. the bully derives a sense of satisfaction from hurting the target.

Bullying comes in many forms. It is important that the school community can identify the bullying behaviours so they can report accurately what is happening and how they are affected.

Physical Bullying - kicking, fighting, punching, hitting, shoving, pinching, abusive gestures and moving in close on the target's personal space.

Verbal Bullying - teasing, swearing, put-downs, spreading nasty rumours, stand over tactics, abusive phone calls.

Extortion - blackmail, forcing the target to give money

Visual Bullying - passing letters, graffiti, e-mails

Exclusion - being ignored, not allowed to play, given worst jobs, running off, hiding from target

Sexual Bullying - Obscene drawings and gestures, rude jokes, brushing up against the target, unwanted touching, unwanted sexual questions.

Racial Bullying - physical, social or psychological bullying based on targets race

PREVENTION STRATEGIES TO BE ADOPTED BY THE SCHOOL

Implementing prevention strategies throughout the school is essential if bullying is to be eliminated from our school. Anti-bullying strategies at Irrawang Public School include:

Playground Supervision - teachers and students are responsible for reporting and dealing with bullying issues promptly and sensitively. Students are responsible for reporting any bullying immediately and accurately. Teachers have a responsibility to address the bullying incident and determine necessary actions and consequences. Children bullying may be issued with a Playground incident form (WHITE or RED FORM) and will be recorded on the school’s behaviour database. Children who continually bully may face further consequences.

School Management and Leadership - The Principal and school executive are responsible for monitoring and acting upon major, sustained bullying incidents. Where necessary it may be appropriate to conduct student interviews, counselling and parent
interviews. All action will be in accordance with the Department of Education Student Wellbeing Policy.

Individual incidents are followed up using the school Positive Behaviour for Learning Framework and Behaviour Consistency Guide. The Executive team decide on appropriate action in consultation with the classroom teacher, and communicate to relevant parents.

**Curriculum**- Every effort is made to accommodate individual student need and interest. Through a supportive and relevant curriculum, students will develop a better understanding of themselves and the differences in others. Teachers will strive to provide an effective and positive role model for all students to encourage self-esteem and self-confidence, which in turn facilitate one’s ability to alter circumstances for the better.

**Anti Bullying Program**-The school has developed a whole school anti-bullying program that is taught in every classroom Kindergarten to Year 6. Lessons aim to teach children what bullying is, how to handle a bully and how you can help someone who is being bullied. This program is treated in Term 2 of each new school year.

PBL lessons are also conducted weekly to build resilience and respect for all students.

Lessons are formed based on school sentral data to indicate areas of needs to teach expected behaviour explicitly to students.


**REPORTING BULLYING - RIGHTS AND RESPONSIBILITIES OF TEACHERS, PARENTS AND STUDENTS TO UPHOLD THE SCHOOL’S ANTI-BULLYING POLICY**

It is the responsibility of all school community members to report bullying in our school. Students should inform the playground teacher or classroom teacher immediately. Parents should inform their child’s class teacher or the stage supervisor. Bystanders also need to inform teachers of a bullying incident.

**MONITORING AND EVALUATING THE POLICY**

The Principal and Executives are responsible for monitoring and assessing the effectiveness of the Anti-Bullying Policy and programs in the school. Data may be collected throughout the year and students surveyed to ascertain accurate information of bullying incidents. A formal evaluation will take place at the end of each calendar year.

**Review date: Term One 2017**