



Port Augusta Special School

RESPECT
RESPONSIBILITY

Anti - Bullying Policy (2012)

DRAFT

Port Augusta Special School will provide a safe, inclusive, supportive and ordered learning environment free from bullying, harassment and violence. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expediently.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

What is Bullying?

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Conflict or fights between equals and single incidents are not defined as bullying.

Some students with disabilities do not realise they are being bullied and others do not recognise that their own behaviour is seen by others as bullying.

What is harassment?

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

Harassment may be an ongoing pattern of behaviour, or it may be a single act. It may be directed randomly or towards the same person(s). It may be intentional or unintentional, i.e. words or actions that offend and distress one person may be genuinely regarded by the person doing them as minor or harmless.

What is violence?

Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Bully (wrong – doer)- a person who intentionally abuses the rights and dignity of another by inflicting emotional and / or physical pain with the cruel intent of the spirit of their victim.

Victim – a person at the receiving end of a bully's abuse.

Bystander – A person who puts aside their virtues and knowingly contributes to the abuse of another's dignity and rights by taking no action to stop or prevent it.

How to recognise a student being bullied

Some signs that a student is being bullied may be:

- Unexplained cuts, bruises or scratches
- Damaged or ripped clothing
- Vague headaches or stomach aches
- Refusal to go to school
- Tearfulness, anxiety or difficulty sleeping
- Hiding information on mobile phones, emails or comments on social networking pages

A change in behaviour may be a signal that a child is being bullied.

Who to report it to:

- Talk to the teacher or another adult in the school
- Talk to your parents or caregivers

How to report it:

- Tell a trusted adult where the bullying happened
- Tell how it happened
- Tell what you have done to try and stop it

When to report:

- As soon as possible because when bullying is ignored it may get worse

Responsibilities of school, Principal, teachers, students and parents:

Like all DECD schools, we work within the guidelines of the School Discipline Policy.

A range of consequences may be used for students who bully and harass, including time spent out of the classroom or playground.

We will initiate a Student Development Plan in response to unacceptable behaviour of students.

Principals can suspend and/or exclude students from school, even if the behaviour occurred outside of school hours or off site, including cyber bullying. Police may also need to be contacted if the behaviour is considered illegal (e.g. sexting).

Staff may also;

- Talk with students involved and help them to solve the problem
- Teach students about dealing with conflict and anger
- Teach students about care and respect for themselves and others

A “one size fits all” approach is NOT used at PASpS as each incident and the students involved will vary. Staff will be considerate of the circumstances of the incident.

What staff will do when bullying occurs

- Listen to the student/s about the concerns they have raised
- Work with ALL students involved to develop strategies to keep everyone safe
- Work with ALL students to help them resolve the problem
- Provide safe places for students who have been bullied
- Teach students, appropriate strategies to deal with conflict and anger
- Teach students appropriate skills in assertiveness
- Use processes to assist ALL concerned to improve their relationships and capacity to communicate with one another
- Ensure that parents/carers are informed of incidents involving their child

Prevention, Intervention and Post Intervention Strategies

Strategies will include:-

- using the curriculum to teach respectful relationships
- teaching and modelling anger management and problem solving
- developing and implementing inclusive learning programmes
- teach specific social skills programmes such as “stop, think, do”
- implementing a programme of events and activities to promote respect, care and cooperation
- ✓ counselling students involved in bullying (bully, victim, bystander) through restorative justice practices
- ✓ communicating with parents about the situation
- ✓ implementing agreed actions with students who have bullied

- monitoring the situation between students involved to ensure their safety
- reviewing yard duty procedures for effectiveness
- following up with parents / carers on the welfare of their child

Documentation

At Port Augusta Special School the following documentation processes will be used to monitor and collect data

- EDSAS recording of incidents
- Student behaviour incident sheets for individual students
- Grievance procedures – includes students involved at each stage of the incidents
- Use of restorative justice practices
- Communication with parents

Training and Development

Professional learning will be provided to staff in practices to help prevent and intervene in incidents of bullying, harassment and violence.

Students will receive ongoing support to identify, respond and report incidents of bullying.

Parents will be provided with information via the school newsletter and website on initial enrolment.

Distribution

All staff will be provided with a copy of the policy and it will be included in the Staff Handbook.

Parents will be able to access the policy via the school website.

A copy of the policy will be provided to parents/carers on the initial enrolment of their child at the school.

Additional Resources and Information

More information can be found at the following places

- www.bullyingnoway.com.au
- DECD Parent Help Line: 1800 222 696
- Kids Help Line: 1800 551 800— kidshelp.com.au
- Child and Youth Health Parent Help Line: 1300 364 100
- Safer DECD Schools - For more information on Cyber Bullying and Safety, please refer to the following websites:
- Cyber Safety: Keeping Children Safe in a Connected World
(<http://www.decd.sa.gov.au/speced2/pages/cybersafety/>)
- Cyber Bullying, e-crime and the protection of children and young people
(<http://www.decd.sa.gov.au/speced2/pages/bullying/researchInitiatives/?reFlag=1>)
- ACMA's (Australia Communication and Media Authority) Cyber {smart} Website
(www.cybersmart.gov.au)
- A Parents guide to Internet Safety—Australian Government—www.netalert.net.au

REVIEW

The policy will be reviewed annually by staff in consultation with students and families.

Review Date: April 2013