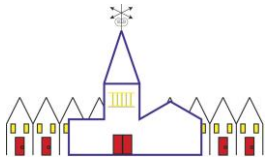# Wales Street Primary School

eSmart and anti-bullying Policy

Policy No: 2.15

In 2019 Wales Street Primary School joined the eSmart initiative to improve students understanding pf cyber safety and reduce cyberbullying and bullying. The eSmart framework will support us in equipping our students to embrace technologies, deal with change and be safe, responsible users of technology.

Rationale

Wales Street Primary School is committed to providing a safe, secure, respectful and caring learning environment where bullying and harassment is not tolerated. Students need to be equipped with strategies to help them manage a range of situations that may occur in an online environment. Our school supports the belief that through the use of digital technologies we are providing students with the necessary skills to be able to participate in a rapidly changing world where work and leisure activities are increasingly transformed and are reliant upon the use of technology.

Aims

- To ensure that members of our school community are able to learn, work and socialise in a school environment free from bullying.

- To explain what bullying and harassment are, and the fact that they are unacceptable and will not be tolerated.

- To ask that everyone in the school community be alert to signs and evidence of bullying and have a responsibility to report it to staff whether as observer or victim.

- Reinforce within the school that no form of bullying is acceptable.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

Definitions

*Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear. *** (DET website)*

Bullying is when a person, or a group of people, repeatedly upset or hurt another person or damage their property, reputation or social acceptance. Bullying may be direct physical, direct verbal, indirect or cyberbullying. Bullying is not a one-off disagreement between two or more people or a situation of mutual dislike. Bullying can be:

Physical bullying includes

Approved by School Council: June 2017   *Review*: 2019

- hitting,
- kicking,
- tripping,
- pinching and pushing
- or damaging property.

Physical bullying cause both short term and long term damage.

Verbal bullying includes:

- name calling,
- insults,
- teasing,
- intimidation,
- homophobic or racist remarks or
- verbal abuse.

While verbal bullying can start off harmless, it can escalate to levels which start affecting the individual target.

Social or Covert bullying – is often harder to recognize and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and /or cause humiliation.

It includes –

- lying and spreading rumors,
- playing nasty jokes to embarrass and humiliate,
- mimicking, encouraging others to socially exclude a person,
- damaging a person's social reputation or social acceptance, or
- Cyberbullying.

Cyber-bullying is the use of technology to bully a person or group with the intent to hurt them socially, psychologically or even physically. Cyber bullying can happen at any time. It can be public or private and sometimes only known to the target and the person bullying.

Cyber bullying can include, but is not limited to:

- abusive or hurtful texts
- , deliberately excluding others online,
- nasty rumors or gossip or imitating others online or
- using their login

I. **Harassment** is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome and which is reasonably likely to humiliate, offend, intimidate or distress a person. For example, teasing a student because of their speech impediment.

What Bullying is NOT:

Many distressing behaviours are not examples of bullying, even though they are unpleasant and often require teacher intervention and management. There are **three** socially unpleasant situations that are often confused with bullying:

1. **Mutual conflict**:
   In mutual conflict situations, there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to

the problem. However, unresolved mutual conflict sometimes develops into a bullying situation with one person becoming targeted repeatedly for 'retaliation' in a one-sided way.

2. Social rejection or dislike

Is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others,

3. Single-episode acts

Single episodes of nastiness or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different students is not the same as bullying.

Guidelines for Implementation

Wales Street Primary School is committed to providing all students and community members with a safe and healthy school free from bullying and intimidation.

Every child has a responsibility to behave in a responsible manner, to comply with this policy, the school values and our rights and responsibilities as well as treating everyone who works and learns at Wales Street Primary School with dignity and respect.

The school promotes and aims to provide a safe and happy learning environment which meets the needs of our children at all levels of their primary school life.

Our students are taught two main rights that apply to all:
- **Everyone has the right to learn without distraction**
- **Everyone has the right to feel safe and comfortable.**

These rights are supported by shared communal responsibility to maintain these rights by all students, staff and parents/carers. These rights apply to inside and outside the classroom.

Our school policy is also based on:
- The right to be respected and treated with kindness
- The right to express ourselves
- The right to expect our property to be safe.
- The right to receive help and assistance from others
- The right to privacy
- The right to be treated fairly

All students are taught these rights as an integral part of the strategies deployed by staff when dealing with incidents of bullying. Wales Street Primary School will not tolerate bullying behaviour either in the school or during other activities organised by the school.

Strategies to deal with the issue of bullying include:
A. Prevention
B. Early Intervention
C. Intervention
D. Post-intervention

A. Prevention strategies:
- Providing professional learning for all staff relating to bullying, harassment and proven counter measures.
- Professional development in the Resilience, Rights and Respectful Relationships program and delivery of the curriculum
- Identifying, defining and communicating the difference between conflict and bullying to students and the community.
- Teaching for and about diversity.
- Teaching students about problem solving, conflict resolution and anger management.
- Using the curriculum/values/social skills programs to teach about respectful relationships.
- Junior School Council, staff and students to promote the philosophy of "No Put downs"
- Structured activities available to students at lunch breaks.
- Consistent approach to behaviour management by all staff established and reviewed each year.

- Promote positive relationships through information included in the newsletter and on the website.
- Parent Information sessions to support understanding of the impact of cyber bullying and technology management.
- Cyber safety units taught explicitly in the Learn to Learn program at the beginning of the school year and re visited each term- planned teaching and learning linked to anti-bullying and cyber safety
- Acceptable Use of technology agreement for students and parents to complete each year outlining the safe behaviours and expectations at school and online when using technology.
- Regular monitoring of devices and student use by technician to support proper use of technology

B. Early Intervention

The school will provide programs that promote resilience, life skills and protective factors such as:
- IB Learner Profile and Attitudes (e.g. being courageous - bystander behaviour)
- Learn to Learn program to establish consistent expectations including bystander behaviour
- Essential Class Agreements established by each class to set the expectations through student voice.
- Lunch clubs- to help students who need social skills support
- Resilience Programs such as The Resilience Project and Resilience, Rights and Respectful Relationships
- Student Leadership programs- JSC , House Captains,
- High expectations through the Rights and Responsibilities classroom management approach
- Cyber bullying awareness through incursions and explicit teaching
- Restorative Practices
- Prep buddies and effective transition programs.
- Bystander training through incursions and embedded in relevant units of inquiry
- Buddy systems such as partner classes
- Parents encouraged to contact the school if they become aware of a problem.
- Employment of a Welfare Officer and establishment of a welfare team
- School Nurse program
- Cyber bullying PD for students and teachers in senior classes and when relevant
- eSmart school initiative to support prevention of cyber bullying and technology management.

C. Intervention strategies:

- Students will be encouraged to report bullying incidents they experience and witness
- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Both the bullies and victims will be offered counselling and teaching strategies to counter bullying.
- Involving parents when appropriate about bullying issues and encouraging parents to contact the school if they become aware of a problem.
- Implementing consequences for those who bully others as well as providing counselling for them to deal with their issues.
- Teaching students of their responsibilities as contributors or bystanders.
- Implement student surveys each year and use the results as feedback to monitor policy/strategy effectiveness
- Data and records will be kept to monitor student behaviour and identify any issues/ negative pattern behaviour that may need to be addressed.

D. Post-intervention strategies:
- Incidents of bullying will be investigated, documented and followed up by a member of the welfare team or staff
- Monitoring situations between the students who were involved in a bullying incident, to ensure that their safety and wellbeing are maintained.

- Informing parents of strategies to prevent and deal with bullying.
- Reviewing and evaluating behaviour codes and policies regularly.
- Consequences for bullying behaviour will be individually based and may involve:
  - exclusion from the yard
  - exclusion from class
  - school suspension
  - withdrawal of privileges
  - ongoing counselling from appropriate agency for both victim and bully
  - Restorative practices to repair relationships.
- Classroom meetings
- Ongoing monitoring of identified bullies
- Reinforcement of positive behaviours

Evaluation
This policy will be reviewed as part of a three year cycle.

Resources

*** http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/what.aspx

http://victoriancurriculum.vcaa.vic.edu.au/personal-and-social-capability/introduction/scope-and-sequence

Bullying. No Way! Website, Australian Education Authorities, 2010. Access at http://www.bullyingnoway.com.au

Bully stoppers http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/classresources.aspx

For parents:
http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/parents.aspx

You Can Do It! Education. Access at http://www.youcandoiteducation.com/

The Resilience Project http://theresilienceproject.com.au/

"Building Respectful and Safe Schools - A resource for school communities":
DEECD 2011
Access at
 http://www.eduweb.vic.gov.au/edulibrary/public/stuman/wellbeing/respectfulsafe.pdf

eSafety Commissioner website
https://www.esafety.gov.au/esafety-information/esafety-issues/cyberbullying

Version	Edited by/Comments	Next review
1	Ratified by School Council	2013
2	Reviewed and ratified by SC 2017	2019
3	Reviewed in 2019	

Approved by School Council: June 2017   *Review*: 2019