



Plympton International College

ANTI-BULLYING POLICY

Policy to Promote a Safe and Supportive School Environment

Plympton International College is committed to providing a safe, healthy learning environment. Within this context, bullying is an unacceptable behaviour. Plympton International College has developed a whole school approach to responding to bullying within a holistic approach to students wellbeing. By having students staff and parents/caregivers working in partnership, we do our utmost to ensure that Plympton International College is a safe place where everyone is treated with respect and dignity.

Rights

To feel safe
To learn
To be respected
To be valued

Responsibilities

To respect yourself
To respect others
To use common sense
To support others

Our definitions of bullying

The following reflects how bullying is spoken about at the various levels of schooling:

Preschool/Junior School – “Bullying is when somebody keeps on treating you unfairly in a way that makes you feel sad, uncomfortable or unsafe.”

Middle/Senior School – “Bullying is when someone deliberately and repeatedly uses power to hurt you and your feelings.”

Bullying isn't:

Fighting between two students of equal power
Teasing done in a mutual way meant to be in fun and jest.

How we create inclusive learning environments:

- ✓ Encouraging a climate of cooperation and mutual respect through its leadership, teaching practices and modelling of desired behaviour.
- ✓ Incorporating students' needs and views into daily classroom activities as appropriate (providing opportunities for every student to experience success).
- ✓ Ensure all students are inducted into our school's expectations/requirements and values.
- ✓ Developing programs to help students participate and have a say in their learning.
- ✓ Teach students about conflict resolution, anger management, resilience and problem solving and developing policies which promote student safety.

- ✓ Teach for and about diversity.
- ✓ Providing professional learning for staff in collaboration with local agencies.
- ✓ Ensuring the consistent and fair application of school rules.
- ✓ Increasing lunchtime options available to students.

Intervention strategies include

- ✓ Counselling students who have been bullied.
- ✓ Talking with parents or caregivers about the situation.
- ✓ Putting consequences in place for those who bully others.
- ✓ Teaching students to be effective bystanders.
- ✓ Ensuring that all staff know how to address bullying effectively and respectfully.
- ✓ Monitoring students through regular Student Review Team Meetings and analysis of bullying reports from members of the College community.

Post-intervention strategies include:

- ✓ Monitoring the situation between the students to ensure that their safety and wellbeing is maintained.
- ✓ Talking with parents and caregivers about strategies.
- ✓ Reviewing our yard procedures to make sure they are effective.
- ✓ Dealing with hotspots in the yard.
- ✓ Reviewing and evaluating behaviour codes and practices.

As staff we can:

- ✓ Adopt positive classroom management strategies and incorporate anti-bullying messages in the curriculum.
- ✓ Provide positive role models for the children
- ✓ Actively counteract bullying behaviour.
- ✓ Respond appropriately (according to school procedures) to any reported incidents of bullying.
- ✓ Be obviously present during recess and lunchtimes when you are on duty, as a deterrent to possible incidents of bullying.

Bullying can be a complicated problem which takes time and patience to resolve properly.

We are committed to the safety and well being of all students.

As parents we can:

- ✓ Be aware of the signs of distress in your child, eg unwillingness to attend school, a pattern of illness, missing equipment, requests for extra money, damaged clothing or equipment.
- ✓ Take an active interest in your child's social life and acquaintances.
- ✓ Assist your child to discuss any incidence of bullying with a teacher. If possible, allow your child to report and deal with the situation. Your child can gain respect and confidence through taking the initiative and dealing with the problem without direct parental involvement.
- ✓ If your child is being bullied, discourage any planned retaliation, either physical or

verbal, by discussing positive strategies they can use.

- ✓ Be positive about your child's qualities and encourage your child to be tolerant and caring.
- ✓ Be willing to attend interviews if your child is involved in an incident of bullying, and work cooperatively with the school.
- ✓ Be willing to inform the school of any suspected bullying even if your child is not directly involved or affected.
- ✓ Do not deal directly with the other children or their parents but work through and with the school.
- ✓ Discussing the school's expectations about behaviour and how best to deal with bullying.
- ✓ Talk to your child's teacher or the leadership team about methods and strategies to help you manage your concern.
- ✓ Call Parentline on 1300 30 1300 or online at <https://www.parentline.com.au/>

As students you can:

- ✓ Tell the person doing the bullying to stop. State quite clearly that the behaviour is unwelcome and offensive.
- ✓ Ignore them.
- ✓ Walk away.
- ✓ Seek help - talk about it to someone you trust. You could speak to our Peer Mediators.
- ✓ Report it to a member of the school staff or someone on your safety network. Tell them where the bullying happened, how often it has happened and what you have done to stop it. Always report the bullying as soon as it happens.

- ✓ Do not ignore it. When bullying is ignored it may get worse. Feel confident that any incident can be resolved.
- ✓ If you are experiencing bullying on the way home from school, report it to someone on your network. Walk home with friends and report it to the school or police.
- ✓ Respect yourself and others.
- ✓ Show that you and your friends disapprove of bullying.
- ✓ Remember – everyone has the right to feel safe and happy. NOTHING is so AWFUL that you can't tell someone about it.

Bystander Actions – if you see someone being bullied you can:

- ✓ Tell the person bullying to stop, let them know what they are doing is bullying.
- ✓ Be a friend to the person being bullied.
- ✓ Encourage the person to tell someone they trust.
- ✓ Seek help.
- ✓ Refuse to join in with their bullying and walk away.
- ✓ Support his/her friends and protect them from bullying by being there for them.

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