



No Bullying Policy

Our school values of

- **Respect** - valuing ourselves and other people
- **Persistence** - continuing to do something even though it may be difficult
- **Pride** - taking pride in ourselves, our actions and our school
- **Team Work** - together everyone achieves more

helps us build a school community in which everyone feels safe and appreciated. We all have a right to be respected and a responsibility to respect others.

Therefore our school does not tolerate bullying or harassment.

Bullying:

- Is a repeated and purposeful behaviour which causes fear, distress and/or harm to another person;
- May be physical, verbal or indirect;
- Is conducted by a more powerful individual or group against an individual or group unable to effectively resist.

Standing by and watching someone being bullied condones and empowers helps the bully to hurt another person. It is everyone's responsibility to stop bullying.

Physical	Direct Hitting, Slapping, punching Kicking Pushing, strangling Spitting, biting Pinching, scratching Throwing things eg stones "Dacking" or "Wedging"	Indirect Getting another person to harm someone
Verbal	Mean and hurtful name calling Hurtful teasing Demanding money or others belongings	Spreading nasty rumours or backstabbing Trying to get other students to not like someone





Non-verbal	Forcing someone to commit offences such as stealing Deliberate exclusion from a group activity Threatening or obscene gestures Staring to make others feel uncomfortable Hurtful body language	Trying to get other students to ignore or be nasty to someone Pretending to be someone's friend to get something from them Removing and/or damaging others' belongings
Social Media (Cyber Bullying)	Sending nasty text messages or e-mails Cyber Bullying Using social media to harass or bully any student at RPPS via any social media platform (Snapchat, FaceTime, Instagram etc.)	Encouraging peers to share or participate in inappropriate sharing of information via online platforms

What can you do?

If bullying happens you can choose to:

1. Tell the student who is bullying you to **STOP** / state very clearly that the behaviour is unwelcome and offensive, or
2. Ignore them and walk away, or
3. Seek help and talk to someone you trust, or
4. Write or draw a description of the event and give it to a staff member
5. Report it to a member of staff (bring a friend for support) or a friend and talk it over with your parents-they can help you make a decision about what to do

Do NOT retaliate with physical violence or verbal abuse.

If the bullying happens to and from school, tell your parents and walk home with a friend.

If you see bullying happen to someone else you can choose to:

- tell the person to stop bullying, or
- be a friend to the person being bullied, or
- encourage the person being bullied to tell someone, or
- seek help, or
- write a description of the event and give it to a staff member

You can decide to do something about it and help to protect others.

The teacher or Leadership will:

- 1) Listen and offer support,
- 2) Give the person who is being bullied the option to have a meeting without the bully attending
- 3) Record what happened
- 4) Follow up with both parties concerned, parents and other relevant staff





At a meeting with everyone involved the teacher or Leadership will:

1) *Explain the rules of the problem solving process:*

- We're here to solve a problem.
- No blaming.
- No excuses.
- No interrupting.
- Everything is confidential.

2) *Make sure each person:*

- Has a turn to tell what happened,
- Tells the **truth and facts**,
- Listens to others while they tell their story,
- Repeats what has been said and
- Tells how they felt.

3) *Help to resolve the conflict:*

- Each person states what they need if the problem is to be solved
- Both sides work out strategies and reach agreement.

The incident and the agreed actions are recorded and reported to the Leadership.

4) About a week later or sooner if necessary, the teacher or Leadership check with all concerned how things are going and helps to work out new strategies if necessary.

What happens if the bullying continues?

1. Parents of the student/s continuing with the bullying are contacted and meetings are arranged with Leadership to develop a solution to the problem.

2. a consequence is given and this may include:

- time out at recess and lunch
- loss of privileges

However, if the bullying continues and deemed severe, parents and Leadership will discuss consequences, including take home and suspension.

Hitting, kicking, fighting and any other violent behaviour are breaches of our Behaviour Management code and will involve immediate consequences.

Remember:

At our school every person has the right to be and feel safe.

It is everyone's responsibility to ensure that this happens.

