



PARACOMBE PRIMARY SCHOOL

4 Harvey Road, Paracombe S.A. 5132

Phone (08) 8380 5216 Fax (08) 8380 5620

E-mail Bill.Lewis821@schools.sa.edu.au

Principal: Bill Lewis

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Paracombe Primary School Countering Bullying / Harassment Policy

School Statement:

Our school values respect, honesty, responsibility, friendship and loyalty. If we follow these values, our school will be a safer, happier place for everyone.

Definition:

Bullying is the intent to hurt, deliberately inflicted by someone to gain power over another. It can be;

- Physical - striking, kicking, staring, biting, spitting, stalking damaging or taking belongings.
- Verbal - name calling, teasing, threatening, insulting, racist remarks.
- Emotional / Psychological - spreading rumours, exclusion from groups, persistent mockery, and manipulation of friendship groups.
- Written - online mediums, text messages, emails, notes.

School's Position on the Issue:

Everyone at Paracombe Primary School has the right to work, learn and play in a safe and supportive environment free from bullying. Therefore, everyone has the responsibility to take a stand against bullying. The school will not tolerate any action that undermines a person's right to feel safe, and it will take steps to stop such behaviour.

RESPONSIBILITIES:

Students:

- Will become familiar with and use the school's Grievance Procedures.
- Learn and identify what bullying is to themselves & others.
- Learn strategies to support themselves & others.
- Report incidents of bullying that they observe.
- Are encouraged to support the person who is being bullied.
- Seek help from an adult as required.

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Countering Bullying/Harassment Policy

RESPONSIBILITIES:

Staff:

- Will act as positive role models to students by fostering caring and supportive relationships.
- Explicitly teach personal strategies for students who are being bullied, students on the sidelines (bystanders) and students who are doing the bullying.
- Will follow through with incidents using the school's Grievance Procedures.
- Incorporate lessons about bullying into the curriculum.

Parents:

We would like parents to:

- Read and become familiar with the school's Grievance Procedures.
- Approach the child's class teacher if they believe there is a bullying issue.
- Work together with the school in seeking a solution.

What the school will try to do:

- Regularly gather and analyse data on bullying in the school through direct observations, behaviour management records, surveys, discussion with classes/individual students.
- Keep records of all reported bullying incidents (class & yard)
- Work cooperatively with parents to raise their awareness of what constitutes bullying and the school's processes for dealing with it.
- Empower all students by giving them the necessary support and training so that they can play a positive role in countering bullying and improving peer relations in the school.
- Protect and support the victim of bullying.
- Encourage all students to learn how not to be bullies, but rather to lead more cooperative lives.

This policy is to be reviewed Term 2 - 2016