Consequences for Bullying

The DEECD supports a range of consequences for bullying involving a series of escalating actions, ranging from yard and class sanctions, withdrawal of privileges, school suspension to expulsion, depending on the severity and on-going nature of the bullying.

RHPS staff will use a Restorative approach, ensuring both the target and the bully articulate what has happened.

1. For a first incident, the students will be interviewed by the teacher to whom the incident was reported. An incident report will be made and parents will be notified by this teacher and a copy of the report given to the class teacher. There will be a withdrawal of privileges for the student.

2. Students who are reported a second time for bullying behaviour will be interviewed by the Assistant Principal or Principal. They will be withdrawn from play and wider school programs, with further consequences to be determined at the time of notification. Parents will be notified.

3. Students who are reported for a third bullying incident will be withdrawn from classes immediately and parents will be contacted to arrange for their child to be collected from school—suspension.

Should the perpetrator be a school leader, their position of responsibility will be suspended for a time to be determined by the Principal.

At no time will corporal punishment be a consequence for inappropriate behaviour or bullying.

Evaluation

This policy will be reviewed with whole of school community input as part of the school’s policy review cycle.

What can parents do?

- Listen to and support your child, reminding your child that no-one deserves to be bullied.
- Contact the school about any incident brought to your attention, even if it is not your child.
- Encourage your child to speak up and use the assertive strategies developed through school programs.
- Help your child develop a caring attitude towards others.
- Be aware of the difference between inappropriate behaviour and bullying.

What can kids do?

- If confronted, stay calm, walk away confidently and seek help.
- Look the person in the eye, use a firm, but not angry voice and give a clear message, telling the bully to STOP - “Cut it out”; “Leave me alone” or “I want you to stop!”
- Tell someone who can help you.

What can the by-standers do?

- Get adult help immediately.
- Help the person being bullied if they have the confidence, by saying something.
- Tell their parents or a member of staff.
- Avoid joining in and ask the person being bullied if they are okay.
- Invite the person being bullied to join your group for a game.

Anti-Bullying Policy

Bully Prevention Oath

I will not bully others
I will not stand by while others are bullied
I will report bullying whenever I see it.

School Values

Rolling Hills Primary School has identified values and beliefs which are integral to the way we interact at school.

Responsibility – be accountable for my behaviour and things within my power to control – actions and words.

Honesty – Admit to my poor choices about my behaviour, or things I have observed.

Pride – Feeling proud about my friendships and positive behaviour in our school and standing up for myself.

Support – to help a person who is having trouble by encouraging them and including them in my group.
Rationale
Rolling Hills Primary School is committed to providing a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and the right to feel safe and secure in the school environment. Our school programs are designed to empower students to deal positively with and resolve bullying issues. Our programs will assist students to develop life long skills.

Definition
A person is bullied when they are exposed repeatedly to behaviour which is hurtful or threatening by another person. Bullies are people who deliberately set out to intimidate, exclude, control, threaten and or hurt others repeatedly. They can operate alone or as a group. Bullying is a clear form of harassment and can occur in many different forms, such as:

Physical: this can include fighting, pushing, kicking, pinching or touching that is meant to hurt.

Verbal: this can include name-calling, putting people down, teasing people or members of their family.

Visual: this can include writing or passing offensive notes, giving people looks, damaging other people’s possessions.

Exclusion: this can include deliberately leaving people out or treating them as though they don’t exist, spreading rumours, making invitations in front of people you want to leave out.

Cyber: this can include emailing, phoning or texting with the intention of making the person feel uncomfortable, spreading rumours or posting of inappropriate messages or images on social media.

What the School Will Do
- Parents, teachers, students and the community will be made aware of the school’s position on bullying.
- The school will adopt a four-phase approach to bullying, as outlined through DEECD guidelines.
- Bullying incidents reported to the school will be treated with appropriate confidentiality.

Early Intervention
- Children will be encouraged to report bullying incidents involving themselves or others to someone who can help them.
- Classroom teachers will regularly remind students to report incidents, and that reporting is not dobbing.
- Parents are encouraged to contact school as soon as they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.
- A database of inappropriate behaviour will be maintained so students can be monitored.

Primary Prevention
- Programs will be implemented and maintained as part of the F-6 school curriculum, including TRIBES and values programs.
- Professional development for staff relating to bullying, its characteristics and the school’s programs and response.
- Provide programs that promote resilience, life skills and social skills, assertiveness, conflict resolution and problem solving.
- Develop assertive skills and strategies for children to report incidents and ask for help.
- Classroom teachers to clarify with students, at the start of each year, the school policy on behaviour and wellbeing.
- A range of structured playtime activities will be available to students throughout the school week.
- Proactive playground supervision will be used to monitor students’ behaviour.
- In addition to our regular whole-school focus, one-off programs will be provided.

Intervention
- Any bullying incident will be recorded by the staff member to whom the incident is reported.
- Once identified; target and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented, using our Restorative Practices model.
- All bullying incidents will be reported to the Principal or the Assistant Principal.
- Both target and bully will be offered counselling and support.
- When bullying occurs parents will be contacted and consequences implemented consistent with Rolling Hills Primary School’s policy and procedures.
- Parental and peer-group support and cooperation are required to make sure this process will be successful.