



ANTI-BULLYING POLICY

At Christie Downs Primary School we work together to create an environment that is safe, inclusive, conducive to learning and free from harassment and bullying. All students and staff have the right to feel safe at school, therefore we support students and staff to take responsibility for their behaviour and to seek help if they witness or experience bullying.

At Christie Downs Primary School we consider that bullying:

- is the abuse of power that is repeated over time
- is deliberate
- can include hurtful gestures, words, actions or discriminatory behaviour relating to racism, sexual harassment, gender, ability, disability or socio-economic background
- can be cyber bullying through digital technologies

All members of our school community have the right to be free from bullying and to be provided with help and support if they feel they are the target of bullying behaviour.

What can someone do if they are being bullied or know of another person who is being bullied at our school? It is important that any bullying is reported to an appropriate adult who can then provide help and take appropriate action/s.

Who can staff or students report to?

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|-------------------------|-------------------------------|
| • Teacher on duty | • Principal |
| • Class teacher | • Senior Leaders |
| • Staff member | • Line Manager |
| • Friend or Colleague | • School Counsellor |
| • Parents or Caregivers | • Disability Unit Coordinator |

To report incidents of bullying, tell the person:

- what happened
- where it happened
- how often it has happened
- what you have done to try to stop it happening
- how it makes you feel

It is important to report the bullying as soon as it happens to prevent it from escalating.

To help students to develop anti-bullying behaviours, our approach and the actions taken for each incident may vary and reflect fairness according to the needs and skills of those involved and the type and severity of the bullying.



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To support students Christie Downs Primary School we implement:

Prevention strategies:

- Explicit teaching of "Stop, Walk, Talk" This is a whole school language.
- students develop a common understanding of bullying behaviours and learn strategies to deal with them through the curriculum e.g. explicit teaching related to bullying, social skills, conflict resolution, child protection curriculum, values education
- opportunities for decision making by students
- development of school policies to promote student safety and well being
- i.e. Drug policy, Behaviour Learning policy, Attendance policy
- assisting students to develop self esteem, problem solving skills and anger management strategies through programs such as Rock and Water and Drumbeat as well as classroom curriculum
- development of positive, respectful relationships between students, parents/caregivers, staff and the community
- addressing needs of students while in the playground e.g. human resources, play activities and equipment
- parents/caregivers are provided with information to establish a common understanding of bullying behaviour and the school's approach to inappropriate behaviour

Intervention strategies:

- listening and talking to the people involved
- use of restorative practices to clarify each person's perspective and to improve relationships between those involved
- negotiating appropriate actions with those involved
- consultation with parents/caregivers to help resolve ongoing issues
- restorative conference arranged and facilitated by leadership when considered appropriate
- assisting students to apply skills learned in the classroom
- ensuring that all staff understand bullying and use restorative practices to address bullying
- revisit bullying as part of the classroom learning programs
- seeking resources to meet specific needs
- implementing 'take home' or suspension procedures if violence is involved or if the perpetrator does not respond to previous interventions and persists with the behaviour

Post-intervention strategies:

- monitoring school records to assess the effectiveness of strategies used
- reflection on relationships between students and staff to support the well being of students and staff
- feedback/consultation with parents/caregivers regarding school strategies and processes
- ongoing review of student concerns in the playground through bullying and cyber bullying audits
- regular review of school procedures and policies