



Richmond Primary School

Anti- Bullying Policy

At Richmond Primary School we want all students to learn and play in a safe, friendly and caring environment.

Everyone has a responsibility to ensure a bully free environment.

Everyone (students, teachers, parents and volunteers) in our school community deserves to feel safe.

As a diverse community we have a responsibility to build cultural understanding and harmony.

What is Bullying?

Bullying is deliberate, repeated actions intended to threaten, hurt or embarrass someone.

It is the opposite of friendly, caring behaviour.

It is an abuse of power.

Bullying can be direct or indirect and includes:

- Regularly excluding a person from games, groups or conversations.
- Deliberately picking on or ignoring a person.
- Repeatedly teasing someone because of their looks, culture, gender religion or abilities.
- Deliberately physically threatening or hurting someone.
- Deliberately interfering with property.
- Sending hurtful notes, emails or text messages.
- Spreading rumours, circulating photos or information on social networking sites.

To Prevent Bullying at Richmond we:

Teach about and model respect, friendliness, and care through the social curriculum and in our behaviour.

Acknowledge positive behaviour.

Listen respectfully to students and provide opportunities for student voice.

Teach for and about diversity and inclusion.

Regularly survey students and act on the information.

Encourage students, parents and caregivers to report troubling incidents early before it becomes a problem.

Reinforce the importance of empowering victims and bystanders in acting to end bullying.

Ensure that all staff knows how to address bullying effectively and respectfully.

Teach students and inform parents about Cyber safety.

Each student and situation is different. Actions and follow up are considered in light of the severity of the situation and the age of the students. The aim is best outcomes for all, protecting the privacy and dignity of participants.

How we deal with cases of bullying:

Richmond Primary School uses the *Restorative Approach* as a method of successfully addressing any conflict between students including bullying. (Incidents are seldom clear-cut or one-sided.)

The school:

Works confidentially with the student who has bullied, the child who has been bullied and any bystanders to develop agreed solutions and repair relationships. Communicate with parents or caregivers.

Restorative Practice Approach

Individual meetings are held to establish what has happened.

Each person involved is asked about the problem and to suggest ways in which he or she could help to make things better.

The person who has been bullied is given the opportunity to explain their feelings to the bully.

The person who has bullied is asked to explain their behaviour. (Consequences may be necessary.)

Agreement to future ways of getting along is reached.

A consequence is set should the agreement be broken.

Follow Up

The agreement is monitored and reviewed with students, teacher and parents.

DECS regional assistance and support is sought if necessary.

In situations where bullying behaviour persists or in incidents of a violent or illegal nature, the matter is dealt with according to the DECS Discipline Policy and may result in suspension or exclusion.

What Parents Can Do

Have an understanding of what constitutes bullying and become familiar with school processes.

Be aware of signs of distress in your child.

Encourage talking; it may be difficult but be patient.

Try not to overreact and rush to judge. Listen calmly and try to work out the facts.

Reassure your child that it is not happening because there is something wrong with him or her and that they are doing exactly the right thing to talk about what is bothering them.

Report the matter to a staff member, even if unsure of the extent of the bullying. The staff member is now alert to the possibility of a problem and will initiate investigation.

Tell your child that physical/verbal payback on their part (or yours) is NOT the answer.

Please work through issues with the school. Talk to your child about what is happening and why, reinforcing the home/school relationship.

Please be assured that at Richmond Primary School we take each report very seriously and act promptly to address any issues raised.

Further information can be accessed on

<https://www.decd.sa.gov.au/supporting...e.../cyber-safety-bullying-and-harassment>

www.saasso.asn.au/wp-content/uploads/2012/11/Safer-DECD-schools.pdf

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