Richmond Primary School
Bullying Prevention Policy

Our values

We aim to establish a community in which everybody upholds our school values of honesty, inclusivity, courage and empathy; and where individual differences are appreciated, understood and accepted.

Our vision

"Australian schools are safe, inclusive and connected learning communities that promote positive relationships and wellbeing as a foundation for children and young people to reach their full potential." Australian Student Wellbeing Framework 2018

All students have the right to feel safe, respected and included. Our school climate fosters healthy and respectful relationships. We will model behaviours that demonstrate respect, value diversity and promote belonging and wellbeing.

Our approach to bullying prevention

At Richmond Primary School, we will plan, implement and review our bullying prevention strategies, involving all of our school community. We have Social Emotional Learning programs that build resilience, emotional intelligence and growth mindsets.

RPS is a welcoming and inclusive school. Classroom teachers co-construct behavioural expectations with their students and explicitly teach respectful behaviours and expectations about bullying prevention in the classroom and school environment. Teachers include how to prevent, identify, respond to and report bullying and cyberbullying. We aim for students to feel safe to raise concerns and report bullying if necessary.

Staff will respond to reports of bullying or observed bullying behaviours and use fair and consistent responses to bullying or suspected bullying. Any bullying incidents are documented and we may work with families, service providers and the community to address bullying.

Encourage parents and carers to take part in activities that promote safety and wellbeing. RPS staff will provide visible and consistent responses to bullying. We will share information on how to prevent and respond to bullying and cyberbullying, aiming to repair and restore relationships that may have been harmed by bullying.

Staff will support all students who have experienced bullying, engaged in bullying behaviours, or witnessed bullying to help improve safety and wellbeing.

Staff will set up inclusive practices so students who might feel excluded are safe and supported and take action against discrimination, harassment and violence. This includes reporting criminal actions to South Australia Police.

Staff will provide targeted social and emotional support for students who need more help after bullying incidents. This may include building staff skills, knowledge and confidence to restore safety and wellbeing after critical incidents.

Explicitly teach social and emotional learning (SEL).

Staff are assisted by our Wellbeing Leader to implement social and learning curriculum that teach pro-social behaviour and develop social and emotional capabilities.

How bullying is reported and resolved

All reports of bullying are taken seriously, staff responses will be managed quickly to restore a safe and positive learning environment. The principal or leadership team will immediately respond to life threatening, significant harm or criminal behaviour issues.

Bullying can be reported to any school staff member; leadership team, classroom teacher/support staff, Wellbeing Leader and/or our Pastoral Care Worker. Please gather and document relevant, factual information.

How bullying is resolved at Richmond Primary School

Staff may use the following strategies with students directly involved: restorative practices, including an apology, Method of Shared Concern or Support Group Method of intervention, parent or carer meeting and/or school-based consequences. These consequences may include: loss of privileges, use of reflection time, limited areas for play or activities or extra yard supervision and/or suspension and exclusion dependant on the severity and regularity of bullying behaviour.

Monitoring and follow-up

Staff will check on all students involved in a bullying incident. They will make sure all students are safe and relationships are repaired. They will talk with students and families about the actions taken. They will check if these actions have helped.

If a student, parent or carer are not happy with the steps taken by the school, they can call the department's complaints management line on 1800 677 435.

Definitions of bullying

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Bullying involves a misuse of power in a relationship. Such as a number of children acting against one child or due to differing   physical, emotional or social development.

One act by a single person might be bullying if the behaviour adds to a series of other people's behaviours that misuse power and result in harm or it can be shared online or through technology to a wide audience, or repeated with multiple views.

Bullying can cause physical and psychological harm. Physical harm can include injury. It can also include theft or damage to belongings.

Examples of types of bullying

Physical: hitting, kicking, tripping, pinching, pushing, damaging, or stealing belongings.

Verbal: verbal abuse, name calling, insults, teasing, intimidation, or threats.

Social: social exclusion, lying, spreading rumours, unkind facial expressions or body language, mean and condescending looks, playing jokes to embarrass and humiliate, mimicking and damaging someone's reputation or social relationships.

Cyber: Cyberbullying is online bullying. It uses technology, including social media platforms. Verbal and social bullying can be cyberbullying when they occur online. Cyberbullying includes abusive texts and emails, hurtful messages, videos and images, including images that have been changed, sharing personal images and videos without consent and /or pretending to be someone else online to be hurtful.

We each have a role to play to prevent bullying, to respond when it happens, to support those involved and affected by bullying and to seek external professional support if needed.

Students at RPS are expected to model behaviours that are safe, respectful and inclusive, both face-to-face and online. Staff and students are expected to help to build skills, knowledge and confidence to recognise, respond to and manage bullying. Our community is expected to work together to create a safe, inclusive and connected school environment.

The Australian Student Wellbeing Framework elements are leadership, inclusion, student voice, partnerships and support. They guide our practices and responses to prevent and reduce bullying in our school community.

For more information please refer to https://www.education.sa.gov.au/sites/default/files/connected-community-approach-bullying-prevention.pdf

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Learning and Caring for Life