OUR COMMITMENT

Paradise Primary is committed to providing a safe and secure school where all of the community (students, staff and parents) show respect for others.

Bullying impacts negatively on people making them feel unsafe and frightened and interferes with their right to learn and work in a comfortable non threatening environment.

Bullying will not be tolerated.

WHAT IS BULLYING?

- Bullying is intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt, embarrassment or undue pressure.
- Bullying involves the abuse of power in relationships.
- It can be planned and organised or spontaneous.
- It can involve groups or individuals.
- Bullying can include wanting to hurt another person, it can be persistent and the bully often gets pleasure from hurting the other person.

Bullying behaviour can be:
- verbal e.g. name calling, teasing, threats, making fun of someone because of their appearance or cultural background
- physical e.g. hitting, spitting, tripping, shoving kicking, rude gestures, making people do things they do not want to do, demanding money/food
- social or psychological e.g. ignoring, alienating, spreading rumours, dirty looks, malicious SMS and email messages.

Effects of bullying:
If bullying occurs we may feel frightened, unsafe, embarrassed, angry or unfairly treated and our work, sleep and ability to concentrate may suffer.
Our relationships with our families and friends may be affected and we may feel confused and not know what to do about the problem.

BULLYING IS NOT
“Bullying should not be confused with teasing, rejection, random acts of violence or physicality and conflict. While children will often tease or fight, this bickering should not be confused with bullying”. Michael Grose

STRATEGIES TO DEAL WITH BULLYING
- Openly talk about bullying – what it is, how it affects us and what we can do about it
- Teach our children the skills which will build their self-esteem and empower them to take the responsibility for themselves – and give them the opportunity to practise these skills
- Implement the policy which clearly states what actions we will take to deal with bullying behaviour

STAFF RESPONSIBILITY
be role models in word and action at all times

- we will conduct lessons and teach students about what bullying is
- teach students how to respond and what to do if they see bullying or are involved in bullying
- we will identify and define the difference between conflict and bullying
- teach children for and about diversity
-use the curriculum to teach children about respectful relationships
-ensure that our classroom management practices support respect for others
-be observant of signs of distress or suspected incidents of bullying
-deal with all reported and observed incidences of bullying as set out in this policy
-ensure that children are supervised at all times
-during yard duty make efforts to remove occasions for bullying by actively patrolling
-arrive at class on time and move appropriately between lessons -including specialist lessons
-report incidences of bullying to the Assistant Principal/Principal if this is warranted

RESPONSIBILITIES OF CHILDREN
• To immediately report to (e.g. a parent, teacher, staff member) if they are being bullied or if they see someone else being bullied – both at school and on the way to or from school
• to help someone who is being bullied
• to not bully others

RESPONSIBILITIES OF PARENTS
• to watch for signs that their child may be being bullied e.g. unwillingness to attend school, a pattern of headaches, stomach aches, missing equipment, requests for extra money, damaged clothes or bruising
• to speak to someone on staff (classroom teacher first) at Paradise Primary School if their child is being bullied, or they suspect that this is happening
• to encourage their child to “tell” if they are bullied

REPORTING BULLYING
Any incidents of bullying should be reported to any teacher and leadership. They will be dealt with, recorded and details kept. Steps to be followed:
• Reporting the bullying
• The report relayed to appropriate persons
• All persons interviewed and recorded.

ACTION
• Counselling, restorative justice and appropriate steps taken from the behaviour management policy.
• Teacher and student complete a Behaviour Form which is sent home for discussion and parent signature.

Repeated bullying
If further incidence of the bullying cycle occurs:
• Teacher, in collaboration with Principal, to interview student and their parents
• Principal to make clear consequences of repeat occurrence
• Counselling (on a private basis) is recommended for the student who bullies
• Further action (internal/external suspension), is at the prerogative of the Principal

EVALUATION
• Monitor situations between students
• Review this policy annually
• Audit will be conducted to review the number of incidents and to discover if there is reduction of reports.
• Follow up with parents who have reported bullying

RESOURCE
Taking Action, Keeping Safe: a resource for student leaders to counter bullying (PDF 476kB)