

ANTI BULLYING POLICY

HACKHAM WEST R-7 SCHOOL

WHAT IS BULLYING?

HOW CAN YOU DEFINE BULLYING WITH YOUR CHILD?

Often children confuse someone making a mistake and being mean with an act of bullying. These misconceptions can have a big impact on how your child feels at school.

This chart helps explain it in a very detail way to help children understand the **difference** between *being mean* and *being a bully*.

CONFLICT	RUDE	MEAN	BULLYING
Occasional	Occasional	Once or Twice	Is REPEATED
Not planned; in the heat of the moment	Spontaneous: unintentional	Intentional	Is planned and done on purpose
All parties are upset	Can cause hurt feelings; upset	Can hurt others deeply	The target of the bullying is upset
All parties want to work things out	Based in thoughtlessness, poor manners or narcissism	Based in anger; impulsive cruelty	The bully is trying to gain control over the target
All parties will accept responsibility	Rude person accepts responsibility	Behavior often regretted;	The bully blames the target
An effort is made by all parties to solve the problem			The target wants to stop the bully's behavior; the bully does not
Can be resolved through mediation	<p style="text-align: center;">HWR7 - Nurture Programs Work with school on changing behaviours over a period of time.</p>		

Source: Jennifer Astles, DASA Newsletter, January 2014, TST BOCES

HOW TO MANAGE BULLYING

WHAT STUDENTS NEED TO DO IF THEY ARE BEING BULLIED

- Speak to a teacher, the Deputy Principal or the Principal
- Speak to a family member
- Do not approach the bully or retaliate
- Walk away
- Find a safe play space such as the cool-down room or the office

WHAT PARENTS NEED TO DO IF THEIR CHILD IS BEING BULLIED

- Speak to the child's teacher, Deputy Principal or Principal about the issue
- Be aware of the signs of bullying
- Role model positive behaviours and problem solving skills

WHAT STAFF AT HACKHAM WEST R-7 NEED TO DO IF A CHILD IS BEING BULLIED

- Implement the DECD Child Protection Policy
- Be positive role models at all times
- Encourage students to 'open-up' and talk to a staff member about bullying
- Provide students with appropriate strategies to deal with bullies

- Use Restorative Practice when dealing with instances of bullying

BULLYING AND HWR7 NURTURE PHILOSOPHY

At Hackham West R-7 School we follow the core value of **nurturing** every student and adult in our school community.

WHAT IS NURTURE?

The concept of nurture highlights the importance of social environments – who you're with, and not who you're born to – and its significant influence on social emotional skills, wellbeing and behaviour. Children and young people who have a good start in life are shown to have significant advantages over those who have experienced missing or distorted early attachments. They tend to do better at school, attend regularly, form more meaningful friendships and are significantly less likely to offend or experience physical or mental health problems.

The nurturing approach offers a range of opportunities for children and young people to engage with missing early nurturing experiences, giving them the social and emotional skills to do well at school and with peers, develop their resilience and their capacity to deal more confidently with the trials and tribulations of life, for life.

* <https://www.nurtureuk.org/nurture/what-nurture>

HOW DOES NURTURE SUPPORT STUDENTS WITH BULLYING?

PRO ACTIVE METHODS

Through our **nurture philosophy** we actively teach anti-bullying strategies and self-regulation as part of our social skills programs at Hackham West. This supports students to value each other and express their concerns about behaviours they see at school.

HOW IS THIS DONE?

- Each class has a "touch base" time after recess/lunch to provide an opportunity to discuss any yard issues.
- A dedicated SSO and leadership member work for at least 1 lesson per week, in every classroom using scenario's provided by the students as the basis for conflict resolution teaching.
- Senior classes are part of a Drum Beat program and have access to Martial Arts on a Friday afternoon.
- Junior classes have more dedicated in class support around social and emotional learning.

REACTIVE METHODS

Bullying is dealt with through Restorative Practice, which enables students to take responsibility for their own behaviour and make decisions about what steps need to be taken to solve the problem.

At Hackham West R-7 School, **bullying in any form is not tolerated**. This is not to say that bullying does not occur because research shows that between 10 to 15% of children are harassed per week in any Australian school. When an instance of bullying is reported the following measures may include:

- A Restorative conference between the bully and the victim.
- Meetings between leadership staff, classroom teacher and students involved to explore in-class strategies to prevent future instances of bullying.
- Communication with parents/caregivers of bully and victim explaining what happened and the school's response.
- Removal of the bully from classroom or yard until it is deemed appropriate for them to return.
- Re-think, Suspension or Exclusion based on the severity of bullying at the discretion of leadership staff.