



Welfare and Anti-Bullying Policy

Purpose

All members of Hesket Primary School have the right to feel safe at all times. The school is committed to achieving this and each student and staff member has the responsibility to support and promote this right.

Nature

Being bullied means that someone is subjected to behaviour that is hurtful, threatening or frightening and the behaviour is repeated over time.

Bullying takes many forms:

- **Face-to-face bullying** (sometimes referred to as direct bullying) involves physical actions such as punching or kicking or overt verbal actions such as name-calling and insulting.
- **Covert bullying** (sometimes referred to as indirect bullying) is a subtle type of non-physical bullying which isn't easily seen by others and is conducted out of sight, and often unacknowledged by adults.¹
- **Cyberbullying** occurs through the use of information or communication technologies such as Instant Messaging, text messages, email and social networking sites. It has many similarities with offline bullying but it differs in that the student(s) who is/are bullying can be anonymous, it can reach a wide audience and the sent or uploaded material can be difficult to remove.

Guidelines

Reporting

- At Hesket Primary School it is a student's and adult's right and responsibility to report bullying whether it happens to them or to someone else. Reporting to the class teacher, yard duty teacher, Principal will ensure action will be taken.
- Parents who become aware of bullying are encouraged to report this to the Principal and can be assured it will be followed up. Victims will be supported. (Confidentiality will be maintained at all times.)

Anti-Bullying Program

- Classes will revise the many forms of bullying utilising the *"Alannah and Madeline Foundation Resources/eSmart"*.
- Students can list the form of bullying next to the name e.g. name calling, put downs and if possible when the bullying occurred.
- Students who are listed 6 or more times will attend individual counselling with the Principal.
- Counselling will be very positive, aimed at improving behaviour. It will involve goals being set and strategies to assist students to meet their needs without bullying others.
- Parents will be advised by the Principal about the listing to encourage prevention of bullying rather than punishment for bullying.

Victims

- Reports will be taken seriously.
- Students will receive social skills education to help them deal with the bullying behaviour.
- Access to counselling will be available.
- Resources for parents will be available in the school library.

Cyber-bullying

Young people have fully embraced the use of information and communication technologies to maintain contact with friends and make new ones. They send emails, create their own websites, post personal news in blogs (online interactive diaries), send text messages and images via mobile phones, message each other through IM's (instant messages), chat in chat rooms, post to discussion boards and seek out new friends in community sites.

While most interactions are positive, there are increasing reports of these technologies being used to harass and intimidate others. This has become known as cyber bullying.

Staff at Heskett Primary School have the responsibility to ensure that:

- All forms of cyber bullying are prohibited at Heskett Primary School.
- Staff are aware of cyber bullying and are able to identify and look for signs of its occurrence among students.
- Students are aware of the consequences of cyber bullying.
- A code of conduct is in use for technology, including computers and mobile phones, whilst on the school premises.
- All cases of cyber bullying are reported to the Assistant Principal/ Principal and responded to promptly.
- There is supervision of technology that is effective for monitoring and deterring cyber bullying.
- Teachers will be utilising programs and frameworks such as the “*National Safe School Framework*”, “*Alannah and Madeline Foundation*” and “*Bullying no Way*” to create and sustain a safe supportive school community.

Students at Heskett Primary School have the responsibility to ensure that they:

- Do not participate in cyber bullying.
- Do not use mobile phones, cameras or other digital devices to record audio and visual material that is not authorised as part of the school curriculum program.
- Do not breach the privacy of students, staff and members of the school community through any unauthorised recording or filming.
- Do not disseminate inappropriate information through digital media or other means.
- Report incidents of cyber bullying to a member of staff.
- Advise students being victimised by cyber bullying to talk to an adult.
- Offer to speak to an adult on behalf of the student who is being victimised by cyber bullying.

Evaluation

- This policy was last updated on 14.7.17 and is scheduled for review in July 2021.