



Goulburn West Public School
Anti-Bullying Policy

Preamble

Goulburn West Public School does not tolerate bullying in any form. All members of the Staff and School Community are committed to ensuring a safe and caring environment which promotes personal growth and positive self-esteem for all. This is reflected in the School Statement of Rights and Responsibilities which includes the following statements relevant to this policy:-

At our school, all people have the following rights and responsibilities.

Right	Responsibility
All people have the right to work and play in a safe and pleasant environment.	All people must: <ul style="list-style-type: none"> • follow playground rules • follow school & classroom rules
All people have the right to be treated with respect.	All people must <ul style="list-style-type: none"> • speak to others in a polite manner • treat other people in a caring manner • leave other people's belongings alone • obey directions from people in authority

What is bullying?

- Bullying is an act of aggression causing embarrassment, pain or discomfort to another:
- It can take a number of forms:
 - physical,
 - verbal,
 - gesture,
 - extortion and
 - exclusion
- It is an abuse of power
- It can be planned and organised or spontaneous
- Individuals or groups may be involved

What are the elements of bullying?

- An initial desire to hurt
- That desire expressed in action
- That action is hurtful
- It is directed by a more powerful person or group against someone less powerful
- It is without justification
- It can occur repeatedly
- It is carried out with evident enjoyment

Some examples of bullying include:

- Any form of physical violence such as hitting, pushing, kicking or spitting on others
- Interfering with another's property by stealing, hiding, damaging or destroying it
- Using offensive names, teasing or spreading rumours about others or their families
- Using put-downs, belittling others' abilities, disabilities, medical needs or achievements
- Writing offensive notes or graffiti about others
- Making degrading comments about another's culture religious or social background
- Hurtfully excluding others from a group
- Making suggestive comments or other forms of sexual abuse
- Ridiculing another's appearance
- Forcing others to act against their will

If we are bullied:

- We may feel frightened, unsafe, embarrassed, angry or unfairly treated
- Our work, sleep and ability to concentrate may suffer
- Our relationships with our family and friends may deteriorate
- We may feel confused and not know what to do about the problem

What do we do to prevent bullying at Goulburn West Public School?

As a school community we will not allow cases of bullying to go unreported but will speak up, even at risk to ourselves.

- 1) This requires staff to:
 - a) Be role models in word and action at all times
 - b) Be observant of signs of distress or suspected incidents of bullying
 - c) Make efforts to remove occasions for bullying by actively patrolling during supervision duty
 - d) Participate fully in the delivery of whole school anti-bullying programs to their students
 - e) Take steps to help victims and remove sources of distress without placing the victim at further risk
 - f) Report suspected incidents to the appropriate staff member such as Class teacher, Supervisor or other Executive, who will follow the designated procedures detailed in the school; Welfare/Discipline Policy.
 - g) Collect and analyse data regularly, on the extent of bullying and develop and implement strategies to address any identified individual or whole school needs.
 - h) Ensure the School Community is regularly informed of the strategies required to eliminate bullying and provide development opportunities where appropriate.
 - i) Consult with all School Community members when evaluating the School's Anti-bullying Policy and strategies.
- 2) This requires students to:
 - a) Refuse to be involved in any bullying situation.
 - b) If you are present when bullying occurs:
 - i) Take some form of preventative action. Lack of intervention by bystanders can indicate support for the bullying behaviour.
 - ii) Report the incident or suspected incident.
 - iii) As a bystander, not to enter into or inflame the situation by making comments, clapping, laughing or making gestures or actions which send a message of support to the bully. Bystanders must take action to prevent bullying.

If students who are being bullied have the courage to speak out, they may help to reduce pain for themselves and other potential victims.
- 3) The school recommends that parents:
 - a) Watch for signs of distress in their child, e.g. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising;
 - b) Take an active interest in their child's social life and acquaintances;
 - c) Advise their child to tell a staff member about the incident. If possible allow her/him to report and deal with the problem her/himself. A student can gain much respect through taking the initiative and dealing with the problem without direct parental involvement.
 - d) Inform the school if bullying is suspected;
 - e) Keep a written record (who, what, when, where, why, how) to inform the school
 - f) Do not encourage their child to retaliate
 - g) Communicate to their child that parental involvement, if necessary, will be appropriate for the situation;
 - h) Be willing to attend interviews at the school if their child is involved in any bullying incident;
 - i) Be willing to inform the school of suspected bullying even if their own child is not directly affected.
 - j) Who feel that their child is involved in the act of bullying, discuss the situation with them and/or contact the school for further support.

When staff, students and parents work together we create a happier and safer environment at Goulburn West Public School.

Evaluation and Monitoring of this Policy.

Evaluation of this policy will be undertaken every two years. All members of the school community will be given the opportunity to participate in the evaluation process. The next designated evolution year will be 2018

There will be ongoing monitoring of strategies employed to address bullying within the school. Where necessary, individual student programs, class programs or whole school programs will be implemented to address any identified needs as they arise. These will be in support of the whole school programs implemented each year.

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Principal
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