

**If your child is bullying others:**

- Make it clear that bullying because of revenge, for annoyance or fun is unacceptable.
- Help your child to understand the difference between assertive and aggressive behaviour.
- Make it clear that hurting or distressing another person unable to defend him or herself is a form of weakness and proves nothing.
- Explore the possibility that the child is seeking love and attention. Are there home or school situations that are contributing to the *bullying*? *Sensitive discussion may indicate that the bully may also be a victim of bullying.*
- Explore the need for a development of self-confidence and success in another area to counter poor self-esteem.
- Talk with other parents, friends, teachers and share ideas and experiences.

**What a Teacher Must Do**

LISTEN and offer immediate support.

Arrange a meeting with ALL concerned:

1. Explain the process, the role of the teacher and the need for confidentiality and the rules:
  - We're here to solve a problem;
  - No blaming;
  - No excuses;
  - No interrupting.
2. Everybody listens:
  - Each person, in turn, tells what has happened to them;
  - Just the facts;
  - Listen to others while they tell their story;
  - Repeat what has been said;
  - Now each person tells how they felt.

3. Resolving the conflict:

- Each person states what they need if the problem causing the conflict is to be solved;
- The mediator helps both sides to work out strategies and to reach agreement.

Report the incident to a school administrator.

*Because of time and other constraints it may not always be possible for a teacher to manage this process, and therefore an administrator must be advised.*

About a week later, sooner if necessary, the teacher or administrator discusses with all concerned, how things are going and to alter strategies, if necessary.

THIS PROCESS OCCURS ON THE FIRST OCCASION. CONTINUED INCIDENTS WILL RESULT IN REFERRAL TO AN ADMINISTRATOR FOR THE POSSIBLE APPLICATION OF BEHAVIOUR MANAGEMENT CONSEQUENCES.

# Bullying Policy



*At Roseworth Primary School, all members of the school community are entitled to a safe, secure and caring environment.*

## Rights and Responsibilities

At Roseworth PS, everyone has the right to feel safe and valued and every member of the school community has a responsibility to ensure that this happens.

<b>Rights</b>	<b>Responsibilities</b>
To feel safe	To respect yourself
To learn	To respect others
To be respected	To use commonsense
To be valued	To support others

## *Policy Objectives*

- To support the victims of bullying, as well as the bullies.
- To help the victims to avoid and/or to deal with bullying.
- To help students understand the difference between aggressive and assertive behaviour.

## *Definition of Bullying*

*BULLYING IS THE WILFUL CONSCIOUS DESIRE TO REPEATEDLY HURT, THREATEN OR EMBARRASS SOMEONE.*

## *Acts of Bullying*

- Verbal: Nasty name calling, taunting, teasing and spreading gossip or rumours.
- Threats of physical harm and intimidation.
- Written: Writing and sending nasty notes.
- Extortion: Demanding money or favours.
- Exclusion: Deliberately leaving someone out of an activity or ignoring and avoiding someone.
- Interference with personal property.
- Physical Harm: Hitting, punching, kicking and throwing objects.
- Racism or racist remarks and actions.
- Sexism or sexist remarks and actions.

*If any of these are happening to you TELL YOURSELF that it is not your fault, and that it is the bully who needs to change – NOT YOU.*

## *Indicators of Bullying*

- Be unwilling to go to school
- Become withdrawn
- Begin to do poorly in schoolwork.
- Come home regularly with damaged clothes or possessions.
- Have unexplained scratches or bruises.
- Cry themselves to sleep.
- Have nightmares.
- Refuse to say what is wrong.
- Refuse to work in a particular group or sit next to a particular student.
- Mood swings.
- Outbursts of temper.
- Withdrawn from social activities with peers.

## *What You Can Do If You Are Bullied*

- Ignore the bully. Show that it does not upset you. The bully is not encouraged and it may stop.
- If it does not stop: DO something; SAY something; It's okay to TELL!
- Tell the bully that their actions are unwanted and are against school policy.
- Go to a safe place or see a teacher.
- Share your feelings with others. Talk about it with friends, parents, a teacher or someone you can think can help.
- DO NOT retaliate with physical or verbal bullying.

## *If You See Someone Being Bullied*

- Tell the bully to stop.
- Be a friend to the person being bullied.
- Seek help.
- Remove yourself from where the bullying is happening.

## *What a Parent Can Do*

*If your child is involved in bullying, either as the victim or as the bully, he or she needs your confidence, understanding and support.*

### **If your child is being bullied:**

- Encourage talking; it may be difficult but be patient.
- Try not to over react, listen calmly and try to work out the facts.
- Give assurances that the situation will be changed.
- Assure the young person that it happens to most people at some time. We learn to avoid it, cope with it or confront it.
- Reassure your child that it is not happening because there is something wrong with them.
- Identify reasons why bullies are hurtful and explain that not responding helps in stopping the unwanted behaviour.
- Report the matter to a staff member, even if unsure of the extent of the bullying. The staff member/school is now alert to the possibility of a problem.
- Tell your child that physical or verbal retaliation on their part is NOT the answer.

*Always try to work through the school, but always talk with your child about what you are doing and why.*