

A whole school approach to dealing with bullying / harassment

WANNIASSA SCHOOL JUNIOR CAMPUS

Bullying is when someone likes to:

- Have power over you
- Hurt you with their words and actions
- Do the action again and again, sometimes without reason.

The Wanniassa School community values:

Relationships that are caring and respectful - where bullying is not tolerated, where students are responsible, caring, relationally successful, respectful to each other and to teachers, where teachers respect each other and their students' opinions, where tolerance and inclusivity flourish and where diversity is celebrated.

A safe, well-structured school environment and culture - where teachers take the physical & psychological well being of students seriously and students have confidence with approaching teachers with any concern. A school that supports students with an excellent easily understood and well-implemented discipline policy, is drug-free, well maintained, colourful and vibrant and where students identify strongly and proudly with our school.

High quality teaching and learning – a high performing school where there are high expectations of learning in every classroom, where learning is personalized and challenging allowing all children to be engaged by their learning and to achieve their potential regardless of race, gender or religion,

Wanniassa School does not tolerate bullying harassment violence and abuse in any form. All members of the school community are committed to ensuring a safe and caring environment which promotes personal responsibility, respect, tolerance and inclusivity.

[Click to view the latest values video - Bullying No way - Bystander Behaviour](#)

Definition:

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 it may be an unconscious act by the perpetrator
- Individuals or groups may be involved

Some examples of bullying include:

- Any form of physical violence including hitting, pushing 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 other's abilities and achievements
- Writing offensive notes or graffiti about others
- Making degrading comments about another's culture, religious or social background or sexual orientation
- 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 we do to prevent bullying at Wanniasa School

- Promote culture of personalizing learning, nurturing teacher student relationships, high expectations and support for success, engaging, rigorous, relevant curriculum, high quality pedagogy and authentic assessment and strong pastoral care culture
- Promote student participation & leadership
- Promote diversity & the critical examination of power relationships (incl. racist & gender based)
- Promote Peer Support Programs, Peer Mediation, Restorative Practices
- Promote whole school approach to defining bullying, harassing, violent and abusive behaviour
- Promote evidence-based responses to bullying, harassment, violence and abuse: regular use of surveys etc
- Provide effective support for victims - emphasis on restorative practices
- Apply consequences (including suspension and in some cases exclusion) to perpetrators

This requires teachers and admin. staff to:

- Establish caring, positive, respectful relationships with all students and each other
- Make high expectations and support for success evident in all classes
- Promote student participation in negotiating class rules around positive and respectful relationships
- Incorporate social skilling, the examination of power and the promotion of diversity in the curriculum
- Be role models in word and action at all times
- Follow all mandatory reporting procedures outlined in the ACT DET: "Reporting Child Abuse Keeping Children and Young People Safe"
- Be observant of signs of distress or suspected incidents of bullying
- Make efforts to remove occasions for bullying by active patrolling during supervision duty
- Arrive at class on time and move promptly between lessons
- Take steps to help victims and remove sources of distress without placing the victim at further risk
- Report (and/or deal with) suspected incidents to the appropriate staff member e.g. tutor teacher, Year Coordinator, SHCO, Counsellor, Executive Teacher, Deputy Principal, who will follow the designated procedures

This requires students to:

- Refuse to be involved in any bullying situation.
- If appropriate take some form of preventative action
- Report the incident or suspected incident and help break down the code of secrecy
- If students who are being bullied have the courage to speak out they may help to reduce pain for themselves and other potential victims

Suggested ways for students to deal with bullying

Depending on the severity of the incident students may take these steps:

- Ignoring it, showing that it doesn't upset them
- Confronting the bully / harasser and stating that the behaviour is unwanted and unjustified. "Saying No!"
- Talking it over with others such as friends or parents who may help to make plans

- Taking the matter to a class or tutor group meeting where public disapproval of the harassment may stop it
- Reporting to a teacher who may deal with it effectively
- Taking the matter to another staff member, if necessary the principal, with support from teachers or parents

Wanniassa School recommends that parents:

- Watch for signs of distress in their children / young people, e.g. unwillingness to attend school, pattern of headaches, missing equipment, requests for extra money, damaged clothing or bruising
- Take an active interest in your child's / young person's social life and acquaintances
- Advise your child/ young person to tell a staff member about the incident. If possible allow him to report and deal with the problem him/herself. He/she can gain much respect through taking the initiative and dealing with the problem without parental involvement.
- Inform the school if bullying is suspected
- Keep a written record (who, what, when, where, why, how)
- Do not encourage your child / young person to retaliate
- Communicate to your child/ young person that parental involvement, if necessary, will be appropriate for the situation
- Be willing to attend interviews at the school if your child/young person is involved in a bullying incident
- Be willing to inform the school of any cases of suspected bullying even if your own child/young person is not directly affected

The school will deal with offenders by:

Depending on the seriousness of the incident:

- First offenders will be counselled and be given the opportunity to modify their behaviour (e.g. restorative practices, peer mediation etc)
- For a second or more serious incident / offence a range consequences will be implemented including detention and exclusion from the playground. In serious cases this could lead to parents being interviewed, possible suspension and even exclusion in extreme cases.

Staff will be supported by:

- Coherent policy
- Professional development
- Professional Pathways priority
- Delineated roles
- A designated leadership role for the DP and Exec. Teacher
- Curriculum/classroom resources

Students will be supported by:

- Coherent policy
- Consistent practices
- Information sessions
- Curriculum resources
- Explicit teaching

Parents will be supported by:

- Coherent policy
- Consistent practices
- Information sessions