

## At Melaleuca Park School we believe that

- Bullying is the systematic abuse of power.
- Bullying is not simply about difference, but often occurs because of people's inability to accept and value difference.
- Bullying includes racist or sexual harassment or any other form of discriminatory behaviour.
- Bullying is everyone's business.
- Bystanders make choices to either support, accept or deal with bullies in their community.
- Students are encouraged to get support.
- Bullies and victims need support to develop a safe environment.
- Dealing with bullying issues early is important.

### Further resources:

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

[www.antibullying.net.au](http://www.antibullying.net.au)

<http://www.headroom.net.au/cubby/index.html>



## Restorative Processes include:

- Circle Time
- Restorative Conversations
- Restorative Agreements
- Restorative Conferences

### At Melaleuca Park Primary School:

all members of our school community are taught to take responsibility for themselves and their actions. They are expected to uphold the rights and responsibilities outlined below.

#### RESPECTFUL RELATIONSHIPS

We have the right to belong to a supportive and inclusive community and for our opinions and beliefs to be acknowledged.

It is my responsibility to value and respect others by modelling, interacting and treating others in a kind and fair manner.

#### LEARNING

We have the right to learn.

It is my responsibility to enable teaching and learning experiences that ensure everybody achieves their full potential.

#### SAFETY

We have the right to be and feel safe within the physical, emotional and mental spaces that form our community.

It is my responsibility to behave in a safe manner and to manage problems without abuse or violence.



## MELALEUCA PARK PRIMARY SCHOOL

### ANTI-BULLYING POLICY

At Melaleuca Park we want all students to feel safe.

Every member of the Melaleuca Park school community has the right to be treated with respect, and to experience a safe learning and working environment that promotes excellence.

At Melaleuca Park we take bullying seriously. This policy explains what bullying is, how you can report it and what we will do to stop it happening.

## A definition of bullying

Bullying is deliberate, hurtful gestures, words or actions which are repeated over time.

Examples of bullying are:

- Teasing and name calling.
- Pushing, hitting, tripping or any other unwanted physical contact.
- Spreading rumours and gossip.
- Making fun of other people's disabilities, weaknesses and achievements.
- Writing or drawing offensive messages.
- Touching in an unwelcome way.
- Deliberately excluding someone from a group.
- Hiding or stealing other's belongings.
- Demanding food or money.

## What students can do about bullying?

If you are being bullied, there are several things you can do. They are:

- ✓ Use the S.A.F.E. approach.
- ✓ Report it. Do not ignore it. When bullying is ignored it often gets worse.
- ✓ Disempowering bullies by speaking up and not being part of the audience.
- ✓ Showing persistence in addressing problems that do not just go away.

## Who to report it to

Tell your friends, teacher or the principal of the school. Tell your parents and caregivers too.

## How to report

Tell a trusted adult what bullying is happening, where it is happening, how often it has happened and what you have done to try to stop it happening.

## When to report

As soon as it happens. Do not ignore it, because it may get worse.

## The S.A.F.E. Approach

**S = Solve** it for yourself. Stand up for yourself ⇒ Problem solved ⇒ End.  
If that doesn't work then...

**A = Ask** a friend to help ⇒ Problem solved ⇒ End.  
If that doesn't work then...

**F = Find** a teacher ⇒ Problem solved ⇒ End.  
If that doesn't work then...

**E = Explore** other options ⇒ Problem solved or monitored.  
These may include telling the principal, parents and / or another teacher etc.

## As a staff, we will:

- Listen and talk to the person who has been bullied and the person who bullies others.
- Teach and promote the use of the SAFE approach.
- Use a Restorative approach to support students to resolve issues.
- Provide Circle Time experiences that help bullies and victims to choose positive behaviours.
- Role-play scenarios and solutions with classes.
- Teach students to be assertive.
- Monitor incidents of harassment and bullying.
- Follow up student reports of bullying in a respectful manner.
- Put negotiated consequences in place for the person who has been bullying. These may include time out, suspension and exclusion.

It is important to note that these steps may change. At Melaleuca Park we do not use a 'one size fits all' approach. This is because each person is different and each incident of bullying is different.

## As parents you can:

- Create a calm discussion atmosphere.
- Encourage children to talk things through so that you can ascertain the facts.
- Try to keep an open mind, remembering that there are other points of view.
- Encourage your child to use the SAFE approach.