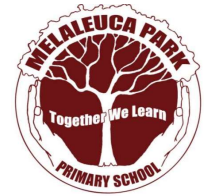


# Melaleuca Park Primary School



Our vision: that everyone will achieve their potential as learners.  
61 Boandik Terrace, Mount Gambier SA 5290  
Phone: 08 8725 1404 Fax: 08 8725 0297

## Anti-Bullying Policy



Updated 2021, endorsed by Governing Council June 2021

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 an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.'

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.

### **A definition of Cyberbullying**

Cyberbullying is bullying behaviour which is done online.

Verbal and social bullying can be cyberbullying when it occurs online. Cyberbullying often occurs in addition to face-to-face bullying.

Cyberbullying includes:

- manipulation of peer group
- nasty online gossip and rumours
- leaving people out and humiliating others
- creating sites that mock others or starting social exclusion campaigns on social network sites
- repeatedly, and for no strategic reason attacking players in online gaming
- sharing someone's personal or embarrassing information online

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- inappropriate image tagging
- making demands or giving harmful instructions
- sending abusive messages, hurtful photos or videos
- altering images to create hurtful memes or fake images of someone
- creating fake accounts in someone's name to trick and humiliate them
- forcing, threatening or being manipulative to obtain nude or nearly nude photos
- non-consensual sharing of nude or nearly nude images

## **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.

## **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.

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## 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.
- Talk with children and young people, parents and carers about the actions taken
- 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.

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## **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.
- Respectfully engage & report to with the class teacher in the first instance or the principal of the school.

If a child or young person, parent or carer is not happy with the steps taken by the leaders and staff, you can ask for the details for the Department for Education's complaints management line or call 1800 677 435.

## **Further resources:**

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

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

<https://bullyingnoway.gov.au/>

<https://www.esafety.gov.au/>

<https://headspace.org.au/young-people/what-is-bullying-and-the-effects-on-mental-health/>

"National definition of bullying for Australian Schools – developed by the Safe and Supportive School Communities Working Group and endorsed by the Education Council (2018)"

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