

**Restorative Practices** recognises that bullying is a violation of people and relationships and aims to identify obligations and promote restoration and healing.

It is a way of responding to conflict which –

- supports those affected
- allows for understanding of the wrongdoing
- gives ownership of the problems created
- gives people the chance to fix things with support
- respects people and leaves their dignity intact.

Teachers/ Principal need to do the background research into the incident/s and the offender needs to accept responsibility for their behaviour before a successful restorative conference can be held.

A discussion is set up by Teacher / Principal between the target and the offender.

The aim of the discussion is -

1. to allow the target to express their feelings so that the impact of the behaviour is felt and understood by the offender.
2. to allow the person accused of bullying to acknowledge the behaviour, accept responsibility and agree to change it.



**Bullying has no place in our school.**

*Approved by Gumeracha Primary School Governing Council 2008, reviewed March 2012*

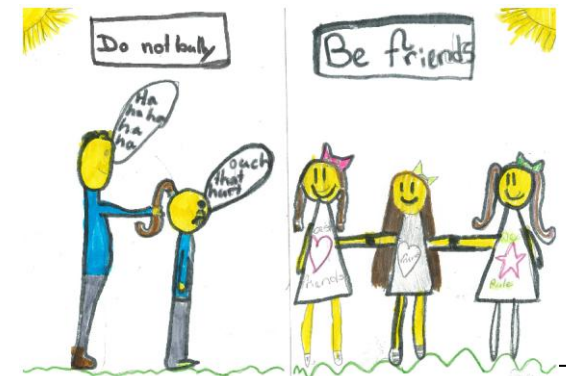


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## ANTI-BULLYING POLICY



## GUMERACHA PRIMARY SCHOOL



### OUR AIM:

We are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere.

***Bullying of any kind is unacceptable at our school.***

If bullying does occur, all students should be able to report it and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to report it to the staff.

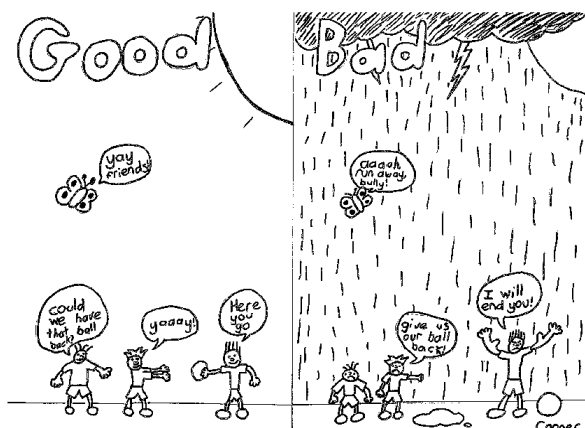
# SCHOOL POLICY AND PROCEDURES ON BULLYING

## Aim

The aim of this policy is to ensure that Gumeracha Primary School is a safe environment, free from bullying, for all members of the school community.

## What is bullying?

- Bullying involves the exertion of power or dominance over another or others.
- Bullying behaviour is deliberate, unwelcome, uninvited and usually repeated.
- Bullying involves behaviour which is physical, verbal, psychological or social / relational.
- Bullying includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid.
- Bullying can have a serious long-term effect on health and well being



## Objectives

- ❑ To reduce the incidence of bullying.
- ❑ To counter the view that bullying is an inevitable part of school life.
- ❑ To create a supportive climate and break down the secrecy surrounding bullying.
- ❑ To provide staff, students and parents with options to respond to bullying.

## Responsibilities

### Students

If a student feels they are being bullied or have witnessed bullying behaviour they should:

1. Tell the person that they are being a bully and to stop the behaviour.
2. Support the person who is being bullied and request help from a teacher at the time of the incident.
3. Report behaviour to class teacher or a staff member of the student's choice.
4. Choose to talk to a trusted student, peer mediator or the school Christian Pastoral Support Worker.

Behaviour we don't accept



"Laughing at people"

## Teachers

If a student reports a bullying incident or a teacher witnesses incidents of bullying, they should:

- ❑ Listen and provide support to the target of the bullying by acknowledging the nature and seriousness of bullying behaviour.
- ❑ Find out the background and attempt to resolve the incident.
- ❑ Complete an Incident Report Form for any intentional or repeated bullying
- ❑ Refer the incident to the Principal if necessary (Incident Report Form)
- ❑ Offer the target student the option of follow up care.

## Principal

- ❑ Provide support to targets of bullying.
- ❑ Record and monitor incidents of bullying behaviour using an Incident Report Form
- ❑ Put in place anti-bullying procedures as appropriate
- ❑ Contact parent /s of the student who has been bullying or has been bullied when required
- ❑ Monitor and act upon repeated bullying in line with school's behaviour policy
- ❑ Encourage target student to report similar behaviour if repeated.
- ❑ Keep class teacher and parents involved.

## School

- ❑ Dissemination of Policy and Procedures
- ❑ Include within Curriculum strategies for learning dealing with bullying
- ❑ Manage bullying incidents within the school Behaviour Management policy

## Parents and Caregivers

- ❑ Encourage their child to discuss the effects and consequences of bullying.
- ❑ Encourage their child to report any incidents of bullying.
- ❑ Contact the school if you are aware that your child is being bullied or suspect that it is happening.