



## **BULLYING**

### **RATIONALE**

As part of our Health & Safety Programme Temuka Primary actively seeks to provide an environment that is safe from all forms of intimidation.

### **PURPOSE**

To provide a clear and complete definition of bullying behaviour that is understood by all members of the school community which allows us to effectively combat social, emotional, online, physical and any other form of intimidation.

### **DEFINITION**

Bullying has five common features:

- It is deliberate
- It is repeated over a period of time
- It is difficult for the victims to defend themselves
- Bullies have and exercise power over others
- It is hard for bullies to learn new social behaviours

There are three main types of bullying:

- Physical: hitting, kicking, taking belongings
- Verbal: name-calling, insulting and/or racist remarks
- Indirect: spreading nasty stories, excluding from groups or online social media

### **GUIDELINES**

- All members of the school community have responsibility to recognise bullying and to take action when they see it happening.
- An annual review of our code of behaviour will be undertaken to include our ACER values. Data will be collected on eTAP and used to review behaviour or strategies.
- All staff should treat any report of bullying seriously and take action.
- Staff should first listen to the student or students and make inquiries to clarify exactly what has happened.
- The student/s should be assured that they have acted correctly in reporting the bullying.
- Teachers will record written notes under PB4L on eTAP and this will be copied to the classroom teacher, team leader and principal.

- The emphasis must be on changing the behaviour of the bullying student/s, while providing support for the student who has been bullied.
- The staff member is required to give advice on how to deal with any repeat incidents should they occur and refer to the Principal
- Follow up should be discussed with the student. Staff members who have dealt with an incident need to make the teachers of both the victim/s and the bullying student/s aware of the incident.
- The Principal/DP may arrange a restorative justice conference to be undertaken when the bullying is severe or repeated or at the conclusion of a stand down.
- Parents will be contacted for medium and serious misbehaviours.
- This procedure is linked to the school's Positive Behaviour and Values Procedures (See chart below)

**Reviewed: Term Four 2020**  
**Next Review: Term Two 2022**

**We are an inclusive community, developing independent learners through a balanced curriculum incorporating our school values**

**Behaviours**

**Consequences**

**Etap - MAJORS**

SERIOUS  
MISBEHAVIOURS  
INTENTIONAL

Fighting  
Stealing,  
Bullying,  
Vandalism,  
Threats,  
Violence,  
Swearing at people  
Sexualised behaviour

Parents must be contacted  
Different lunch/break times  
Detention  
Walking with duty teacher  
Written apologies  
Behaviour contracts  
Service activities  
In another class  
Restorative meeting  
Standown/Suspension  
Outside Agency

**Etap - Minors**

These are ONE OFF'S

MISBEHAVIOURS  
UNINTENTIONAL  
OFFENDING

Frustrated outbursts  
Name Calling  
Fighting  
Swearing  
Tittle tattling  
Minor disputes  
Accidental bumps and  
bruises  
Taking wrong gear  
Not taking turns  
Misunderstandings

Use discretion to contact parents

Walking with duty teachers  
On verandah  
Send away audience  
Time out  
Give a consequence  
Verbal apologies  
Service activities  
Formulate a plan  
Restorative chat  
Use W.I.S.E.  
Problem solve  
Re-direct  
Use humour  
Next time you will?