



## **WOODRIDGE STATE SCHOOL ANTI-BULLYING POLICY 2017**

### **RATIONALE**

All schools in Queensland are committed to taking action to protect students from bullying and to respond appropriately when bullying does occur. This commitment is increasingly being linked to the use of Internet and Information, Communication and Learning and Technologies (ICLT), and a number of related Cybersafety issues. At Woodridge State School we have mindfully created a caring, safe culture in response to the needs of our school community. We believe we have created a whole school culture where there is a sense of belonging while respecting cultural identity. We therefore take bullying very seriously and do not tolerate behaviour that violates the right of students to learn in a safe supportive environment. We are continually striving to build a positive culture where bullying is not tolerated.

### **SCHOOL COMMUNITY BELIEFS ABOUT BULLYING**

It is important that students, staff and parents/carers have a shared understanding of what bullying is, how it impacts on people and how bullying is responded to at Woodridge State School.

#### What is Bullying?

- Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm.
- It can involve an individual or a group misusing their power over one or more persons.
- Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).
- Bullying in any form or for any reason can have long-term effects on those involved, including bystanders.
- Single incidents and conflicts or fights between equals, whether in person or online, are not defined as bullying.

*At Woodridge a bully is a person who deliberately and repeatedly tries to hurt others over time by (see appendix 1):*

- *Making them feel uncomfortable*
- *Hurting them by kicking, hitting, pushing, tripping, or touching*
- *Name calling*
- *Spreading lies and rumours*
- *Not including others*
- *Writing hurtful or untrue things via text messaging, email, or social media (e.g. Facebook)*
- *Saying or doing hurtful things because of a person's country, culture or skin colour*

#### Types of Bullying

- Verbal or written abuse- such as targeted name-calling or jokes, or displaying offensive posters.
- Violence - including threats of violence.
- Sexual harassment - unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation.
- Homophobia - and other hostile behaviour towards students relating to gender and sexuality.

- Discrimination including racial discrimination - treating people differently because of their identity.
- Cyberbullying - bullying through information and communication technologies including social media tools

### What is NOT bullying?

- Mutual conflict which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- Single-episode acts of nastiness or physical aggression, or aggression directed towards many different people.
- Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude, or create dislike by others.

### *At Woodridge bullying is not:*

- *Disagreeing with a friend*
- *One off incidents*
- *One off remarks intended as a joke*

### **EDUCATIONAL/PREVENTION PROGRAMS**

All students need safe, supportive environments in which to learn. It is important that students, staff and parent/carers understand what bullying is, how it impacts on people and how bullying is responded to at Woodridge State School. Woodridge State School applies a whole school approach to create a positive learning culture. KidsMatter, Positive Behaviour for Learning (PBL), eSmart, along with Social and Emotional Learning (SEL) are employed to ensure a consistent, comprehensive and evidence based approach to learning and wellbeing.

#### Kids Matter

Kids Matter primary is a mental health and wellbeing framework for primary schools and is proven to make a positive difference to the lives of Australian children. Kids Matter Primary provides the proven methods, tools and support to help schools work with parents and carers, health services and the wider community, to nurture happy, balanced kids.

#### Positive Behaviour for Learning

A whole school approach to creating a safe and supportive environment by providing an evidence-based framework that schools can use to analyse and improve their behaviour and learning outcomes.

#### eSmart

eSmart, an initiative of the Alannah and Madeline Foundation, uses a cultural change approach to improve cybersafety and reduce cyberbullying. The eSmart program provides a prevention and risk management framework for Australian schools, libraries, workplaces and homes to better integrate cybersafety practices and promote the safe use of online technology.

#### Social and Emotional Learning (SEL)

Effective social skills and positive relationships act to prevent bullying. At Woodridge State School we promote effective social skills and positive relationships through weekly social and emotional and behaviour lessons that are explicitly taught to the entire student population using the programs below:

- You Can Do It - a program to support communities, schools and homes in a collective effort to optimise the social, emotional and academic outcomes of all young people.
- Mind Up - teaches social and emotional learning skills that link cognitive neuroscience, positive psychology and mindful awareness training utilising a brain centric approach.
- Daniel Morcombe Curriculum – teaches children about personal safety and awareness, including Cybersafety and phone safety, by focusing on three key safety messages:
  - ✓ Recognise
  - ✓ React
  - ✓ Report

- Positive Behaviour for Learning lessons - these lessons aim to explicitly teach behaviour expectations and are informed by behaviour data and developed by school staff.
- Explicit lessons are taught throughout the year to all students on the topic of bullying and cyber safety.
- Whole school positive behaviour reinforcement systems - a consistent process of acknowledging students displaying expected behaviours.

On enrolment parents are given the following pamphlets to provide them with general information on bullying and internet use and safety (see appendices 2 and 3).

All students will sign an internet and technology use agreement at the start of each year or on enrolment (see appendix 4).

### **REPORTING, RESPONDING AND MONITORING BULLYING**

Reports of bullying will be investigated and acted upon. Responses to bullying might include support for targets of bullying and perpetrators and/or disciplinary measures.

See attached flow chart (appendix 5) for the response to bullying procedures. The response will be dependent on whether or not the bullying is deemed to be minor or major.

#### Minor:

##### *Verbal bullying:*

Name calling, using offensive language, making comments others find offensive, ridiculing or teasing in a nasty way, threatening physical violence

##### *Social bullying:*

Leaving someone intentionally out of a group, putting others down, spreading rumours

##### *Physical bullying (low grade)*

Being hit, tripped, kicked, pinched

#### Major:

##### *Physical bullying (high grade)*

Punching, fighting, extorting money or property, hiding, damaging or destroying property belonging to others

##### *Sexual bullying:*

Unwanted touching, picking on someone because of their sexual orientation

##### *Psychological bullying:*

Being threatened, stalked

##### *Cyber bullying:*

- Sending cruel or threatening messages (email or text)
- Taking and sharing private images
- Posting unkind messages or inappropriate images on social networking sites
- Assuming the identity of someone online and then portraying them in a negative way
- Using communication technologies to spread rumours or information about someone
- Repeatedly, and for no strategic reason, attacking players in online gaming

At Woodridge State School we support targets and perpetrators by:

- No Blame Approach (see appendix 6)
- Restorative Practices (see appendix 7)

And possible referral to the following:-

- Classroom Support Team (CST)
- Getting Along Team (GAP)
- Check in check out (CICO)
- YFS Social Skills Program
- Behaviour Support Teacher – May result in an Individual Management Program

- Guidance Officer (GO) – May result in referrals to outside agencies
- Creative Arts Therapies (CAT)

#### APPENDICES

1. Anti-bullying poster
2. Bullying hurts pamphlet
3. Internet Use and Safety pamphlet
4. Woodridge State School Anti-bullying Policy and Procedures Flowchart
5. No Blame Interview For Bullies and Colluders
6. Restorative Practices
7. WSS Student & Parent Internet Agreement
8. Prep - Year 6 Technology User Agreements

#### SOME RELATED RESOURCES

*School Wide Positive Behaviour Support*

[www.learningplace.com.au/deliver/content.asp?pid=24668](http://www.learningplace.com.au/deliver/content.asp?pid=24668)

*Alannah and Madeline Foundation*

<http://www.amf.org.au/AboutUs/>

*BOUNCE BACK!*

<http://www.bounceback.com.au/>

*FRIENDS for Life*

[www.friendsinfo.net/index.html](http://www.friendsinfo.net/index.html)

*Friendly Schools and Families Program*

<http://www.friendlyschools.com.au/about.php>

*Kids Helpline*

<http://www.kidshelp.com.au/>

*KidsMatter*

<http://www.kidsmatter.edu.au>

*MindMatters*

<http://www.mindmatters.edu.au/default.asp>

*ReachOut*

<http://au.reachout.com>

*eSmart*

[www.esmartschools.org.au](http://www.esmartschools.org.au)

*National Centre Against Bullying*

<http://www.ncab.org.au/about/>

*National Safe Schools Framework*

[http://www.dest.gov.au/sectors/school\\_education/publications\\_resources/profiles/national\\_safe\\_schools\\_framework.htm](http://www.dest.gov.au/sectors/school_education/publications_resources/profiles/national_safe_schools_framework.htm)

*You Can Do It!*

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

Endorsement

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Principal

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P&C President or Chair, School Council

Date Effective from 16<sup>th</sup> May 2017 until the 16<sup>th</sup> May 2018