Rainbow Ridge School Anti Bullying Policy

This policy is made for the purpose of complying with section 47 of the *Education Act 1990* (NSW) and of the NESA for registration of the school

DEFINITION

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 on line, and it can ne obvious (overt) or hidden (covert).

Bullying is repeated acts of:
- Physical aggression
- Put-down or insults
- Name calling
- Damage to a person's property
- Deliberate exclusion from activities
- The setting up of humiliating experiences
- 'Ganging up' of a group of children against one child

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

Bullying is not single incidents and conflict or fights between equals, whether in person or online. However, these conflicts still need to be addressed and resolved.

Behaviour that do not constitute bullying include:
- Mutual arguments and disagreements where there is no power imbalance
- Not liking someone or a single act of social rejection
- One off acts of meaness or spite
- Isolated incidents of aggression, intimidation or violence

RATIONALE

- At Rainbow Ridge School we believe all people have the right to feel safe both physically and psychologically.

- Bullying impacts negatively on the people involved, including bystanders, interfering with their right to learn and feel secure and damaging their sense of wellbeing.

- Bullying is a systematic abuse of power involving deliberate hurtful gestures, words, or actions, which are repeated over time and can involve violence.

- Bullying includes racist and gender harassment or any other forms of discriminatory behaviour and may occur because of people's inability to accept or value differences.

- The School's anti-bullying policy and practices are congruent with our broader social behaviour policy and practices and student wellbeing practices.

- We have a responsibility to empower our school community to identify and implement strategies to eliminate and prevent bullying.

- This policy supports and is in addition to the Rainbow Ridge Social Behaviour Policy.

PURPOSE

- To provide a school environment where members of the school community are able to learn, work and socialise free from bullying.

- For our school community to have an understanding of all forms of bullying and to develop and implement effective strategies to prevent and counter bullying.

GUIDELINES

- A safe learning environment is promoted by all staff, where bullying is identified and countered.
- Members of the teaching staff develop codes of conduct in their learning environments and respond to inappropriate behaviour as and when it occurs.
- All students are taught to recognise, report and participate in the school's Social Behaviour Policy and procedures and agree to: no violence, no bullying, no putdowns, no racist harassment and no sexist or gender harassment.
- All students are involved in learning to be safe, responsible and respectful.
- Strategies to deal with the issue of bullying include prevention, intervention and post-intervention.

Prevention strategies

- Identifying and defining the difference between conflict and bullying.
- Line-of-sight in all areas of the playground.
- Planned teaching and learning linked to anti-bullying.
- Teaching for and about diversity.
- Providing professional learning for all staff about anti-bullying.
- Teaching students about problem solving, conflict resolution and anger management.
- Using the curriculum to teach about respectful relationships.

Intervention strategies

- Assisting students who have been bullied and teaching strategies to counter bullying.
- Close supervision and sufficient staffing at break times with clear guidelines for how to watch out for and intervene when bullying behaviour is observed.
- Involving parents when appropriate about bullying issues.
- Implementing consequences for those whose behaviour is bullying, as well as assisting them to deal with their issues.
- Teaching students of their responsibilities as contributors or bystanders.

Post-intervention strategies

- Monitoring situations between the students to ensure that their safety and wellbeing are maintained.
- Informing and discussing with parents strategies used to prevent and deal with bullying behaviour.
- Reviewing and evaluating the school's Social Behaviour Policy and Procedures.

Associated Documents
Parent Handbook
WHS Policy
Communication Guidelines
Social Behaviour Policy and Procedures