

Anti-Bullying Policy



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Northern Christian School is committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell of an occurrence and know that incidents will be dealt with promptly and effectively. We are an informing school. This means that anyone who knows that bullying is happening is expected to tell the staff.

What is Bullying?

Bullying is the continuous and deliberate use of aggression with the intent of hurting another person. Bullying results in physical and/or emotional pain and distress to the victim.

Bullying can be:

- Social** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical** - pushing, kicking, hitting, punching or any use of violence
- Verbal** - name calling, sarcasm, abusive comments
- Cyber** - social and verbal on social media, mobiles, internet and emails. This is directly linked to our student user agreement and our internet user consent form

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Pupils who are found to be bullying others need to learn different ways of relating and behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy:

- Staff, pupils and parents should have an understanding of what bullying is.
- Staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the School's policy is on bullying, and what they should do if bullying arises.
- Bullying will not be tolerated. Students and parents should be assured that they will be supported when bullying is reported.

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and investigate if a child:

- Is frightened of walking to or from the school car park
- Doesn't want to go on the school bus
- Begs to be walked into school
- Emotional Changes
- Is unwilling to go to school (school-phobic)
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Comes home starving (lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

- Report bullying incidents to staff.
- Bullying incidents will be recorded by staff.
- In serious cases parents will be informed and expected to meet with staff.
- If necessary and appropriate, police will be consulted.
- The behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

- The bully (bullies) will be asked to genuinely apologise. Other consequences may take place.
- In serious cases, exclusion, suspension or expulsion will be considered.
- Reconciliation will be worked towards.
- After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

Northern Christian School recognises that the implementation of whole-school prevention strategies is the most effective way of eliminating or at least minimising incidents of bullying within our community.

We will use appropriate methods for helping children to prevent bullying. As and when appropriate, these may include:

- Explicit teaching at each level about social behaviour and bullying in Health for each year level.
- Discussing the school rules in class and discussions about bullying and why it matters.
- Signing a behaviour contract.
- Writing stories or poems or drawing pictures about bullying.
- Reading stories about bullying or having them read to a class or assembly.
- Making up role-plays.
- Technologies - students are explicitly taught how to communicate respectfully online.
- Students sign their ICT user agreements.

The following initiatives form part of the Northern's strategy to prevent bullying, helping to promote and foster kindness and respect:

Bullying? No Way!

Bullying behaviour is never tolerated and dealt with as soon as it is brought to the teacher or Principal's attention. We participate in the annual National Day of Action against Bullying and Violence campaign. Please read our Anti-Bullying Policy for more information.

You Can Sit With Me

We use the inclusivity and support program You Can Sit With Me which is a campaign to encourage students all over Australia foster kindness and to make sure they are including their peers throughout the school day. At the start of Term 1 and Term 3, students in Years 1-6 are selected as Ambassadors for their classes. The students that the staff select have continually shown how kind and caring they can be towards their peers. These students wear brightly-coloured wrist bands to signify that they are the Ambassadors. At recess and lunch, students who have no one to play with can look for a student who is wearing a wristband and ask if they can join in on whatever they are doing. The Ambassadors will include the student in whatever activity they are doing.



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