

4.3.2 Dealing With Bullying Behaviour – School

Revision	1.0		
Issue Date			
Issue Date	June 2024	Review Date	June 2025
Responsible Position	Principal	Approval Authority	Board
Scope	This policy applies to all staff of Warrah Specialist School		
Related Documents and References	<p>Code of Conduct for Care and Protection of Children –Sets out information about the standards of behaviour expected of all.</p> <p>WHS Policy – identifies the obligations imposed by Work Health and safety legislation on the School and staff members.</p>		

Policy Statement

Warrah School does not tolerate bullying in any form. Warrah Special School works with the indications given by Rudolf Steiner aiming to create a safe and caring environment which promotes personal growth and positive self-esteem for all. Bullying behaviour in any form does not belong in such an environment where positive assertive communication is promoted and difference is valued.

Warrah will:

- deter or dissuade other students from engaging in bullying,
- work to modify the behaviour of the offending student,
- protect and support a student who is bullied,
- provide a student who is bullied with strategies of response towards harassment.

Policy

Definition and types of bullying

Bullying is an act of aggression causing embarrassment, pain or discomfort to another. It can include:

- physical aggression,
- the use of put-down comments or insults,
- name calling,
- damage to the victim's property,
- deliberate exclusion from activities and chats,
- the setting-up of humiliating experiences,
- ganging up by a group of children against one child.

There are two main forms of bullying found in the school environment: malign and non-malign. Different approaches may be adopted depending specific incident of bullying.

- Malign: conscious behaviour that inflicts physical or emotional harm.
- Non-malign: unconscious, subtle behaviour, generally of a longer duration, that inflicts physical or emotional harm.

Effects of bullying

The effects of bullying on the intended victim are the same regardless of the type of bullying behaviour. These include:

- Emotional: mood swings, sleep disturbance, depression,
- Psychosomatic: negative body language,
- Social: withdrawal, increased sibling rivalry,
- Behavioural: outbursts of temper, problematic behaviour, decline in work standards, truancy.

Preventing bullying

Teacher and staff behaviour, the classroom environment and the School's guiding principles all contribute to the prevention of bullying. This includes:

- Actively promoting "It's OK to Tell" instead of allowing "Don't Dob" cultures to exist.
- Involving students in using problem solving for conflict situations.
- Supporting students to identify bullying, as victim, perpetrator and as witness.

Dealing with bullying

If an incident of bullying occurs, depending on the type and severity, any of the following may occur:

- Respecting the rights of anyone involved in the bullying incident.
- Separation of the bully and the victim.
- Ensuring the safety and well-being of the victim.
- Investigating the cause of the bullying and what can be done to prevent it.
- Counselling the bully and modifying behaviours that lead to bullying.
- Supporting the victim to overcome the incident of bullying.
- Proceeding with disciplinary measures if bullying continues.

If an incident of bullying is reported to the School by a parent or caregiver, the School will

- act on the incident immediately by speaking with the victim and suspected bully.
- deal with the incident as noted above.
- keep the parent or caregiver informed of the investigation process and any outcomes.

Rights and Responsibilities

Students, parents, teachers and other staff and volunteers have rights that must be respected and responsibilities that ensure bullying is managed and minimised in a respectful way.

Rights

Children

- To be treated with dignity and respect.
- To feel safe at school.
- To feel supported and protected when a report of bullying is made.

Teachers

- To teach in a friendly, safe and satisfying environment.
- To be supported in all areas of behaviour management.
- To be protected from threat and retribution.

Parents

- To expect a safe, secure and nurturing environment for their child.
- To expect that their child will be protected from bullying and harm.
- To expect that something will be done if bullying occurs.

Responsibilities

Children

- Respect others in what they say and do. .
- Keep our hands and feet to ourselves.
- Work out problems in a fair manner
- Refuse to be involved in bullying.
- Support one another by speaking up.

Teachers

- Be thoughtful, courteous and respectful of children at all times.
- Promote and embrace the values expected of students.
- Be vigilant in recognising bullying and modifying behaviours that lead to bullying.
- Be vigilant in recognising signs of distress or suspected incidents of bullying.
- Help victims and remove sources of distress without placing the victim at further risk.
- Communicate relevant observations to the appropriate staff.