



MADDINGTON
EDUCATION SUPPORT CENTRE

Countering Bullying

Review Nov 2023

RATIONALE

At Maddington Education Support Centre, we have a vision statement which states we are a school that encourages ***every child to reach their full potential.***

Each child is recognised as a unique individual bringing with them their own strengths and capabilities. We want to ensure every individual has the chance to thrive and grow.

Therefore, we do not accept bullying or harassment in any form. All members of our community are committed to ensuring a safe and supportive environment which promotes personal growth and fosters positive self-esteem for all. We have a school setting in which everyone feels valued and respected and where individual differences, abilities and disabilities are understood and accepted.

DEFINITIONS

Bullying is a form of abuse, it is repetitive, often hidden and involves a misuse of power against an individual or group. Bullying can be direct and observable or indirect and difficult to identify. Any student can engage in bullying or be bullied, as the reasons vary for each situation.

Bullying **IS NOT**

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

Types of Bullying towards other students include:

	DIRECT	INDIRECT
PHYSICAL	<ul style="list-style-type: none">• Hitting, slapping, punching• Kicking• Pushing, strangling• Spitting, biting• Pinching, scratching• Throwing things eg: stones• Damaging property	<ul style="list-style-type: none">• Getting another person to harm someone
NON-PHYSICAL	<ul style="list-style-type: none">• Mean & hurtful name calling• Hurtful teasing• Demanding money, food or possessions• Forcing another to do homework or commit offences such as stealing• intimidation• homophobic or racist remarks	<ul style="list-style-type: none">• Spreading nasty rumours• negative facial or physical gestures, menacing or contemptuous looks• playing nasty jokes to embarrass and humiliate• mimicking unkindly• encouraging others to socially exclude someone• damaging someone's social reputation or social acceptance.
NON-VERBAL	<ul style="list-style-type: none">• Threatening and/or obscene gestures	<ul style="list-style-type: none">• Deliberate exclusion from a group or activity• Removing, hiding and/or

		damaging others' belongings
CYBER BULLYING	<ul style="list-style-type: none"> • is overt or covert bullying behaviours using digital technologies. Examples include harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces. Cyber bullying can happen at any time. It can be in public or in private and sometimes only known to the target and the person bullying. • Cyber bullying specifically refers to the transmission of hurtful messages and images using digital technologies such as, SMS, email or internet, used to cause psychological and social harm to others 	<ul style="list-style-type: none"> • Using others to help cyber bully a victim, with or without the accomplices consent.

Harassment is any unwanted, unwelcome, or uninvited behaviour which makes a person feel humiliated or offended. Harassment can be seen as one form of bullying.

Discrimination can occur in ways that are either direct or indirect:

- Direct discrimination means treating a person, relative or an associate of the person less favourably than another, because he or she is of a different race (includes descent, colour, ethnic or national origin or nationality), religion or has a disability.
- Indirect discrimination can also occur when a rule or practice exists that appears neutral but in fact has a detrimental effect on persons of a particular race, religion or has a disability.

Teasing or fighting between peers and other forms of conflict or violence are not necessarily bullying. It is important young people, as much as possible, learn to solve friendship ups and downs between each other and have the skills to do so.

Violence is never acceptable, and Maddington Education Support Centre has clear consequences in place for violence.

OBJECTIVES

The objectives of our school bullying policy are;

- ✓ To raise awareness among staff, students and parents about bullying;
- ✓ To actively counter bullying at our school;
- ✓ To provide strategies to resolve conflict and respect differences;
- ✓ To create a school environment where all students, staff and parents feel safe and welcome;
- ✓ To create a climate where it is okay to talk about bullying and ask for help;
- ✓ To promote positive mental health

RIGHTS & RESPONSIBILITIES

Rights

- ✓ Every person has the right to feel safe. Any person who bullies another is denying them that right. This means we have to think about others (not just ourselves) in the classroom and in the playground. The right to feel safe means we have a responsibility to consider how we speak and act towards others. Bullying takes away a person's sense of security. The right to safety means that any bullying of any kind is unacceptable.
- ✓ Every person has the right to be treated with respect and fairness. This means we show respect to other people, their property, in the class and in the playground. The right to receive respect and fair treatment requires from us the responsibility to show manners and courtesy towards each other.
- ✓ Every person has the right to learn. This means we do not adversely affect the learning of another student.

At school, it is everyone's responsibility to take the necessary steps to stop bullying behaviour. Maddington Education Support Centre will not tolerate any action that undermines a person's right to feel safe, respected and to learn.

MANAGEMENT OF BULLYING INCIDENTS

All parties are expected to treat each other with respect and dignity, and ensure the confidentiality of any issues that may arise.

Teacher Responsibilities

- ✓ Familiarize themselves with the school's Countering Bullying Policy
- ✓ In the first week of each school term, the non-acceptance of bullying is to be discussed in class
- ✓ Teachers to make students aware of their responsibilities as outlined in this policy
- ✓ Implement lessons to develop resilience to bullying.
- ✓ Teach relevant strategies
- ✓ Attend to reported instances of bullying behaviour
- ✓ Treat information regarding bullying confidentially

Responses to Bullying Incidents

1. Assure the student bullied that the incident will be dealt with.
2. When the time becomes available teachers or administrators talk individually to bullying students first.
3. Students who are bullied are talked to last.
4. *"Okay, I'll see you next week to find out how you are getting on."*

Challenging Incidents – Physical Violence or Intimidation between students

- ✓ Move student onlookers away
- ✓ Separate students with minimal physical contact
- ✓ Apply Individual Behaviour Plan guidelines
- ✓ Principal will contact home as required
- ✓ Report of Incident to be written up on SIS