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## Anti-Bullying Policy

### Policy

This policy is based on the Guiding Principles and key elements of the National Safe Schools Framework (NSSF).

### Aims

The aim of this policy is to ensure that Living Waters Lutheran School is a safe and supportive environment, free from bullying, for all members of the School community.

### Definition

- Bullying involves one or more people exerting power or dominance over another or others
- Bullying behaviour is deliberate, unwelcome, uninvited and repeated
- Bullying involves behaviour which is physical, verbal, psychological, social or cyber\*
- Bullying includes a wide range of behaviours that cause another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid
- Bullying can have a serious long-term effect on the health and wellbeing of people

### Objectives

- To create an awareness of what bullying is and reduce bullying incidents.
- To develop a supportive environment, providing staff, students and parents with a variety of options to respond appropriately to bullying.

### Types of Bullying

**Physical:** Hitting, kicking, punching, pushing, shoving, poking, spitting, blocking, tripping, unwanted touching, taking or damaging something that belongs to someone else, forcing others to hand over food, money or belongings, forcing someone to do something they don't want to do.

**Verbal:** Name calling, swearing, teasing, bossing, threatening, making fun of someone because of their appearance, physical characteristics or cultural background, making fun of someone's actions, spreading rumours/gossip, and discriminative comments, whispering or talking in code.

**Non-Verbal:** Circulating inappropriate notes, drawings or emails, making offensive gestures, laughing and giggling at victim(s), excluding others from games or groups.

**Cyber:** Emails, Facebook, Twitter, texting, posting photos or video, or using any form of technology to harass, humiliate, or otherwise bully.

## **Responsibilities of:**

### **Staff**

- will model caring behaviour and tolerance towards students, parents, staff and community members
- will deal with observed or reported cases of bullying as set out in this policy
- will teach the students strategies for dealing with a bullying incident and monitor student behaviour on the school premises

### **Students**

- will be encouraged to ask for help if they are being bullied or if they see someone else being bullied
- will help or seek help for someone who is being bullied
- will use the strategies they have been taught to prevent bullying incidents

### **Parents/Carers**

- will encourage their children to seek help if they are being bullied
- will speak to their child's teacher or administration if their child is being bullied or they suspect bullying
- Parents themselves will not approach the child suspected of bullying
- will work with the school in seeking a solution for victims and bullies
- will model caring behaviour and tolerance when interacting with students, staff, parents and community members at school

## **Strategies Living Waters Lutheran School will use to Prevent Bullying Incidents**

- Talk regularly and openly about bullying
- Teach lessons to promote self-awareness, self-esteem, networking, tolerance, social skills, positive self talk, resilience and assertiveness by using a variety of appropriate programmes
- Emphasise the role of bystanders/onlookers as a powerful anti bullying group
- Support all people involved in the incidents of bullying and provide an environment to promote change
- Promote anti-bullying through lessons, parent newsletters, bully audits, and displays et

## **Procedure for Noting and Reporting an Incident of Bullying Behaviour**

1. All reports of bullying will be investigated and dealt with by staff
2. Serious cases of bullying behaviour will be referred to the Deputy Principal via an incident report form and addressed by administration
3. In serious cases, parents or carers of victims and /or bullies will be informed
4. In the case of a complaint regarding a staff member, this should be raised with a member of administration, and then discussed at a meeting
5. In line with the current Safe School Policy, incidents will be treated in accordance with policy and logical consequences will be implemented
6. All serious bullying incidents will be recorded and filed with the Deputy Principal