

ANTI BULLYING POLICY

AIPAH does not tolerate bullying in any form. All members of the school community are committed to ensuring a safe and caring environment which promotes personal growth and positive self esteem for all.

Bullying and harassment is not acceptable behaviour, and is regarded very seriously by the staff.

It is recognized that parents have a prime responsibility for the behaviour pattern and general attitude development of their children. The influence of the school is of major importance when parents and school work harmoniously together, to develop desirable attitudes and tolerance in the children.

What is Bullying?

- Bullying is an act of aggression causing embarrassment, pain, fear or discomfort to another person.
- It can take a number of forms: physical, verbal, gesture, extortion and exclusion.
- It is abuse of power.
- It is regular and targeted in its most serious forms.
- It can be planned and organized or it may be unintentional.
- Individuals or groups may be involved.

Examples of Bullying include:

- any form of physical violence such as hitting, pushing or spitting on others, where the action is intentional to do harm;
- interfering with another's property by stealing, hiding, damaging or destroying it;
- using offensive names, teasing or spreading rumours about others or their families;
- using put downs, belittling others' abilities and achievements;
- writing offensive notes or graffiti about others;
- sending offensive SMS messages or emails;
- making suggestive comments or other forms of sexual abuse;
- hurtfully excluding another from a group;
- demanding money;
- ridiculing another's appearance; and
- forcing others to act against their will.

If we are bullied:

- We may feel frightened, unsafe, embarrassed, angry or unfairly treated.
- Our work, sleep and ability to concentrate may suffer.
- Our relationships with family and friends may deteriorate.
- We may feel confused and not know what to do about the problem.

Procedures

1. Staff

- Be observant for signs of distress or suspected incidents of bullying or harassment in class or the playground
- Take steps to help victims
- Report suspected incidents to the executive.

2. Students

- Report the incident to a teacher immediately
- Speak out to reduce personal pain and other potential victims
- Take preventative action, if possible (being assertive)

3. Parents

- Watch for signs of distress in their child (reluctance to attend school, damaged clothes, bruises, bed-wetting)
- Inform the school personally if targeted bullying is suspected
- Encourage their child not to retaliate.

What do we do to prevent bullying at AIPAH

- The basis of the Student Welfare and Discipline Policy is to provide an environment that is secure and well managed.
- Identify key social skills and develop plans for all children to acquire them.
- Identify and cater for the individual learning needs of the children.
- Report suspected incidents to the appropriate staff member.
- Provide strategies to cope with bullying through assemblies, peer support, peer mediation, class talks.

We promote:

- The value of each individual and the rights of others.
- Tolerance of all members within the school community.
- Respect and the appreciation of human differences.
- Friendship.
- Cooperation and responsibility.

We do not accept or condone unacceptable behaviour that jeopardizes the safety and well being of the students.

How do we encourage socially acceptable behaviour

- Clear and consistent school and classroom rules.
- Recognizing student expectations and responsibilities that will fulfill the school rules.
- Involvement of students in school organization e.g. assemblies, monitors, SRC representatives and captains.
- Involvement of students in school decision making e.g. SRC, Buddy Systems.
- Providing an emphasis on discipline methods that promote the positive or, acceptable behaviour through encouragement and merit awards, stickers and praise.
- Commendations at assembly and through the school's newsletter.
- Special class and school activities – dances, showcases, sausage sizzles, excursions, etc.

Strategies that may assist students to deal with bullying:

- Ignoring it, showing that it doesn't upset them.
- Confronting the harasser and stating that the behaviour is unwanted and unjustified.
- Talking it over with others such as a friend, buddy, teacher or parent.
- Taking the matter to the class or SRC and developing strategies to assist.
- Reporting to the class teacher or Principal, personally or through the Anti-Bullying Box, who will deal with it effectively.

School Discipline

Bullying is an anti-social behaviour causing distress to the well-being of other students. A child who consistently exhibits this type of behaviour is removed from the playground or classroom for a period of time. Parents are notified by letter and interview. Permission may be sought for counselling. A behaviour contract is determined between the child/teacher/principal that is monitored throughout the day and may continue for a period of up to 10 days.

Policy to Raise Awareness about Bullying

School program:

Talk by Police regarding actions and consequences of bullying of all nature.

Classroom program:

To Be Developed and Implemented

Policy to Deal with Incidents of Bullying

- Discipline meeting
- Behaviour Monitoring Book
- Partial or Total In-School Withdrawal
- Withdrawal from special school activities
- Suspension