At Darlington Primary School we want all students to feel safe.

Therefore we take bullying seriously. This policy explains what bullying is, how you can report it and what we will do to stop it happening.

At Darlington Primary School we believe that:

- Bullying is the systematic abuse of power
- Bullying is not simply about difference. It may occur because of people’s inability to accept and value difference
- Bullying includes racist or sexual harassment or any other form of discriminatory behaviour
- Bullying is everyone’s business
- Bullying can involve violence

A definition of bullying
Bullying is deliberate, hurtful gestures, words or actions which are repeated over time.

Examples of bullying are:
- Having your lunch money taken away often
- Being deliberately left out of games or conversations often
- Being repeatedly hit or kicked
- Being repeatedly teased or verbally abused
- Being bullied by SMS on mobile phones or through the internet

What can you do about bullying?
If you are bullied or you know someone who is being bullied, please report it.

Who to report to
Tell a teacher, the school counsellor, the deputy principal or principal or any supportive staff member. You may also wish to tell a professional counsellor in an outside agency. Tell your parents or caregivers too.

How to report
Tell a trusted adult where the bullying happened, how often it has happened and what you have done to try and stop it happening. School grievance procedures can be used if your report isn’t taken seriously as you believe it needs to be.

When to report
Report the bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it may get worse.

What do we do about incidents of bullying?

- We will listen and talk to the person who has been bullied and the person who has bullied others.
- We will put negotiated consequences in place for the person who has been bullying others. These may include written apologies, Time Out, suspension or exclusion
- We will use such processes as ‘retells,’ ‘method of shared concern’ class meetings and ‘restorative justice’ to help everyone involved to improve their relationships with each other.

It is important to note that these steps may change. At Darlington Primary School, we do not do a ‘one size fits all’ approach. This is because each person is different as is each incident of bullying.

Eg
- age of the victim and bully
- the degree of power the bully had over the person being bullied
- the degree of force used

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What we do at Darlington Primary School to reduce bullying
If an incident of bullying happens at Darlington Primary School we use prevention, intervention and post intervention strategies.

**Prevention strategies** include:
- using the curriculum to teach students about respectful relationships, civic and citizenship
- developing programs to help students participate and have a say in their learning
- teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policies which promote student safety. These include ‘Think Boldly’, Program Achieve, Child Protection Curricula and Anti Bullying curricula
- teaching for and about diversity
- providing professional learning for staff in collaboration with local agencies.

**Intervention strategies** include:
- counselling students who have been bullied or bully others
- talking with parents or caregivers about the situation
- putting consequences in place for those who bully others
- teaching students to be better bystanders
- ensuring that all staff know how to address bullying effectively and respectfully

**Post-intervention strategies** include:
- monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Talking with parents or caregivers about strategies
- Reviewing our yard duty procedures to make sure they are effective
- Dealing with hotspots in the yard
- Surveying students to gain data about bullying, hotspots, levels of student wellbeing and effectiveness of anti bullying-strategies
- Reviewing and evaluating behaviour codes and policies.