Tarremah Steiner School

ANTI-BULLYING DOCUMENT
(for Students and Parents)

Tarremah Steiner School is committed to the creation and maintenance of optimal learning and teaching environments. It recognises the potential negative effects of bullying and other anti-social behaviours that serve to disrupt these optimal environments. Everyone has the right to be free of bullying and all members of the School community will respond to any bullying of which they are aware.

Definition of Bullying:

Bullying is a pattern of behaviour by one person or a group of people towards another that is designed to hurt, injure, embarrass, upset, or discomfort that person. It can include:

- Physical aggression;
- The use of put-down comments or insults;
- Name-calling;
- Damage to the person’s property;
- Deliberate exclusion from activities;
- The setting-up of humiliating experiences.

Bullying behaviour has these key features:

- It is deliberate;
- It causes distress;
- It is usually repeated;
- It is unreasonable and unjustifiable;
- It is directed at a specific person or group;
- There is an imbalance of power between the bully and the target of the bullying.

Bullying behaviours include:

- Direct physical attacks such as hitting, tripping, pushing, throwing things towards others, etc.
- Name calling, mocking, setting up, belittling and insulting someone
- Making insulting racist or sexual comments
- Trying to damage someone’s reputation amongst other students by spreading rumours, exposing private information, telling lies, etc.
- Using verbal and non-verbal put-downs in a public context such as a discussion or meeting
- Playing nasty practical jokes on others
- Damaging or hiding other people’s personal property
- Using covert forms of physical intimidation such as blocking the way and making the other person walk around them or bumping them and claiming it was an accident
- Encouraging others to socially exclude the recipient
- Cyber-bullying (e.g. making malicious comments to someone via e-mail, chat rooms, text messages, etc.)
- Accusing someone of things they haven’t done
- Orchestrated bullying in which a person or group makes plans for bullying, selects recipients and then gets others to actually perform the bullying behaviours
- Repeated disruptive behaviour which interferes with a conducive teaching and learning environment.

**General Principles:**

- Everyone has the right to be free of bullying.
- All teachers are firmly committed to minimizing acts of bullying.
- Students who engage in bullying behaviour and students who are targets of bullying will be offered help and support.
- All members of the School community are expected and encouraged to be sensitive to the needs of others and to demonstrate caring, considerate behaviour and to actively discourage bullying should it occur.
- It is the responsibility of every member of the school community to abstain from bullying others and to respond to any bullying of which they are aware.
- Teachers involved in addressing bullying will be supported by the School.
- Guidelines will be provided for students, teachers and parents on what to do in bullying situations.

**Guidelines for parents:**

Parents can work together with the School to reduce bullying behaviour by encouraging and promoting positive behaviours and setting a firm example of not accepting bullying toward or by their own child/children.

- Parents should report any incidents of bullying to the class teacher/guardian as soon as possible after the incident.
- Encourage and support their child to use the strategies listed for students (below)
- Tell their own child that bullying behaviour is not acceptable
- Listen carefully to their child and respond calmly and positively.
**Guidelines for students:**

**A student who finds themselves a target of bullying should:**

Use one or more of the following strategies:

- tell the bullying student/s that their behaviour is not fair to the recipient
- use statements such as: ‘I don’t like that.’ or ‘Please stop it.’
- not retaliate or respond to the situation and walk away
- report the incident to the nearest teacher
- talk to the bullying student/s with a teacher present, telling them what it feels like

**A student who is the bullying student:**

- Will be re-directed into another activity or play situation.
- Will be spoken to as soon as possible after the incident. The student will be told to stop the behaviour and reminded of the Behaviour Management Process.
- All teachers are asked to monitor the behaviour of the bullying student and the safety of the targeted student.
- Restorative questioning – the bullying student is engaged in a series of self-reflective questions directed at increasing empathy and have them take responsibility for making the situation better (can be at the time of the incident).
- Time-out or removal from the situation – followed up by reflective questioning and new behaviour choices through behaviour monitoring and contracts with the student(s).
- Meeting with student – discussion of school expectations and/or ways of creating change in their behaviour.
- Class meeting – with ‘no blame’ approach
- Impose consequences – if behaviour is being repeated (especially after reminders and discussions) impose immediate consequences suitable to the nature and severity of the bullying behaviour as outlined in the Behaviour Management Process. This may include an immediate suspension from the School.
- Parents are informed of incident/s and provide support to influence the behaviour of their child.
In the course of their education at Tarremah, all students will be involved in age appropriate programmes and activities which include developing an awareness of what bullying behaviour is and the consequences of such behaviour. Students will be assisted in the development of strategies for dealing with bullying behaviour.

**Guidelines for teachers:**

The teachers shall focus on the 5Cs (see Behaviour Management Policy) and the promotion and encouragement of positive behaviours where students are sensitive to the needs of others and confident in their non-acceptance of bullying behaviour. At the same time, teachers are to set a firm example of not accepting bullying behaviour should it occur.

While teachers are able to work with students at school, we also acknowledge the influence of all the environments in which the child finds itself.

**Action to be taken by duty teacher in the event of a bullying incident:**

- Reminder of expected behaviour
- Separation from the targeted student or group to a nearby supervised area
- Relocation from the playground (or classroom) to another supervised area or classroom
- Duty teacher to notify class teacher/guardian of the incident

**In the event of frequent re-occurrence**

- Duty teacher to complete a Behaviour Report which should be signed by the class teacher/guardian and handed in to the College Chair.

In the event of a serious incident occurring, further steps will be taken as outlined in the Behaviour Management Process (available from the Office).