



## PARACOMBE PRIMARY SCHOOL

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# Countering Bullying / Harassment Policy

## **School Statement:**

Through Community we thrive. We treat others as we expect to be treated.

## **School's Position on the Issue:**

Everyone at Paracombe Primary School has the right to work, learn and play in a respectful, safe and supportive environment free from bullying. Therefore, everyone has the responsibility to support positive behaviour. The school will not tolerate any action that undermines a person's right to feel safe, and it will take steps to stop such behaviour.

## **RESPONSIBILITIES:**

### **Students:**

- become familiar with and use the school's Grievance Procedures.
- learn and identify what bullying is to themselves & others.
- learn strategies to support themselves & others.
- report incidents of bullying that they observe.
- are encouraged to support the person who is being bullied, if safe to do so.
- seek help from an adult as required.

### **Staff:**

- act as positive role models to students by fostering caring and supportive relationships.
- explicitly teach personal strategies for students who are being bullied, students on the sidelines (bystanders) and students who are doing the bullying.
- follow through with incidents using the school's Grievance Procedures.
- incorporate lessons about bullying into the curriculum.

### **Parents:**

We would like parents to:

- read and become familiar with the school's Grievance Procedures.
- approach the staff before incidents become issues.
- work collaboratively with the school in seeking a solution.

### **What the school will try to do:**

- records of bullying action and intervention records are maintained.
- keep records of all reported bullying incidents (class & yard).
- work cooperatively with parents to raise their awareness of what constitutes bullying and the school's processes for dealing with it.
- empower all students by giving them the necessary support and training so that they can play a positive role in countering bullying and improving peer relations in the school.
- protect and support the victim of bullying.
- encourage all students to learn how not to be bullies, but rather to lead more cooperative lives.