

# Bridgewater Primary School

## Bullying Policy

***Bullying and harassment  
can have long term, harmful effects on  
everyone involved, including bystanders***

Harassment is behavior used by someone or a group of people to have power over others.  
Harassment can make people feel uncomfortable, threatened or devalued.  
Harassment can be physical, verbal, racial, sexual, cyber, and/or intellectual.

### ***Bullying is repeated harassment***

Bullying behaviour can take many forms and may include:

- Physical: doing things that frighten or hurt
- Verbal or written: saying or writing things that tease, embarrass or put down
- Sexual: saying or writing things that are linked with gender
- Intellectual: giving people a hard time because they are achieving or finding work difficult
- Racial: saying or doing things that make someone feel hurt that are about race
- Cyber: Using technologies (internet, mobile phones, social networking, etc.) to bully someone.

### ***How to get help...***

#### ***What can you do about bullying at Bridgewater Primary School?***

If you are being bullied, or you know someone is who is being bullied, make sure an adult knows about it. Take a friend with you if you feel nervous about doing this.

Fill out a green 'Issue Report Form'. An adult can help you with this if you need. Include information about where the bullying happens, how often and what you have done to try and stop it.

But remember, if the bullying is physical, or serious, tell an adult **straight away**. This can be your studio teacher, an adult on yard duty or the front office staff.

If the bullying continues after you have reported it – report again, and keep reporting until it stops.

## ***Who can you talk to?***

You can talk to staff members, their parents or other family members, their friend or the principal.

## ***What does the school do about incidents of bullying?***

- We listen to the person reporting the bullying and the person being reported.
- We put negotiated consequences in place for the person who has been doing the bullying behaviours. These may include time out, 'Rethink' during play-time or suspension.
- We use Restorative Justice practices to help everyone involved improve their relationship with each other. This includes the wrongdoer taking responsibility for repairing any harm done.

Please note: each situation is managed according to the circumstances. Different children have different capacities to participate in a restorative process and the process may look different for each child.

## ***What else do we do to reduce bullying at Bridgewater Primary School?***

**Prevention Strategies** include:

- Teaching students our values of respect, integrity and resilience
- Ensuring student have choice, voice and relevance in learning programs
- Teaching students social skills that help them manage their feelings
- Talk openly about bullying as part of learning programs, including the affect it has on others
- Teaching about diversity
- Developing collaborative learning across the school.

**Intervention Strategies** may include:

- Talking with parents about the situation
- Following through with consequences and counseling for children who have used bullying behaviours
- Counseling students who have been the target of bullying behaviours
- Teaching children to be responsible for each other – don't be a bystander
- Staff working together to understand effective strategies when working with bullies and victims.

**Post Intervention Strategies** may include:

- Staff working together to monitor interactions between children who are having difficulty
- Talking with parents about strategies to support their child
- Keep an eye on problem areas in the yard
- Review and implement yard behavior procedures
- Support from the Regional Office and/or counseling services.