

# Frederick Irwin Anglican School



## Anti-Bullying Policy

Frederick Irwin Anglican School endeavours to provide a positive Christian community where all students are made to feel valued, safe and secure.

Respect for each other and kindness are clear expectations at our School. The uniqueness of each individual is valued and it is every person's right to be free of any bullying, harassment or intimidation.



### What is Bullying?

**Bullying is a pattern of behaviour, which is designed to hurt, injure, embarrass, upset or discomfort a person.**

Examples of Bullying:

- Verbal Name calling, teasing, abuse, putdowns, racist comments, sarcasm and threats.
- Physical Hitting, punching, kicking, scratching and tripping.
- Social Ignoring, excluding and making inappropriate gestures.
- Emotional Spreading rumours, dirty looks, hiding or damaging possessions, sending hurtful notes, forms of "Cyber Bullying" such as malicious SMS, email messages, and inappropriate use of camera phones.



### What can you do if you are bullied?

Don't be afraid to talk to your parents, teacher and friends about the situation.

If something is making you feel uncomfortable it is not "dobbing" if you tell someone.

Try to ignore the bullying. If you show that you are not concerned, the bully may stop.

Build your own protection by establishing friends you can trust.

Try not to retaliate by becoming a physical or verbal bully yourself.

Avoid the person who is bullying you.

Be assertive and tell the person to stop. If they choose to continue, you have the right to report the situation.

Talk to a Teacher, Head of House, Deputy Principal, Deputy Head of Primary or the Chaplain. They will be able to assist you to resolve the situation.

**You have the right to feel happy and secure at School so don't accept the situation and seek help. The School takes bullying seriously and we are on your side.**



### What can bystanders do?

Don't allow the bully to continue the behaviour and care enough for the victim to assist.

Intervene and remind the bully that such behaviour is not acceptable. Don't be a bystander and do nothing.

Report the incident to a member of staff. You may need to establish you want privacy and confidentiality.

Provide support and friendship to the victim. Make suggestions about handling the situation and encourage the victim to seek help.

Show care and respect for others inside and outside the classroom. Make a special effort towards a student who may feel lonely or who is experiencing a difficult time.



## What can parents do?

Be aware of your own responses and act in a calm, supportive and caring manner and suggest ways your child can obtain help at School.

Communicate to a staff member if you suspect your child is being bullied.

Keep in mind there may be other factors related to the situation. Remember there are two sides to every story and all facts need to be investigated.

Do not approach or speak to the children bullying or their parents. This may make the situation worse.

Support and trust the School in dealing with the issues, as a student's welfare is a Parent ~ School partnership.



## Response of Teachers

Act on all observed or reported incidents of bullying.

Reinforce regularly the expectations the School has towards bullying.

Provide Pastoral Care to all students involved in bullying behaviours.

Support all victims of bullying.



## Resolutions to Bullying

**Bullying incidents can vary in their form and severity. At times those who bully or harass are also in need of help. Therefore, if an incident of bullying is reported the response may include any or all of the following:**

- Advise and confer with a Class Teacher, House Group Teacher, Head of House, Deputy Principal, the Deputy Head of Primary or the Chaplain.
- Provide support and counselling to the student being bullied.
- Provide support and counselling to the student(s) carrying out the behaviour together with clarification of further consequences/ sanctions.
- Inform parents.
- Intervention using the Restorative Justice, or the Method of Shared Concern.
- Invite parents to meetings at School to discuss approach/provide support.
- Follow-up meetings with all parties to monitor progress.

**Recurrent or severe incidents will be dealt with by the Head of Primary (Halls Head), Deputy Head of Primary (Meadow Springs) or Deputy Principal – Secondary. Further disciplinary action may occur in consultation with the Principal.**



## Advice to Parents

Show interest in what your child does at School and how they are feeling. Take time in each day to talk with your child.

Foster a positive home environment which models good listening skills and accepts and tolerates the differences in others.

Encourage your child's self-esteem by valuing who they are and reinforcing their positive qualities.

Openly discuss School issues with your child and the School's expectations about behaviour.

Be aware of and monitor your child's internet social network.

Watch for signs of bullying:

- Reluctance to attend School
- Complaints of headaches or stomach aches
- Mood swings
- Withdrawn from social activities with peers
- Refusing to say what is wrong
- Decrease in School performance
- Signs of distress

**If your child reports being bullied, treat the concern seriously and assist them to seek help.**

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