

What is bullying?

Dr Ken Rigby (Rigby, 2010) defines bullying in the following way: “*Bullying is a systematic and repeated abuse of power. In general bullying may be defined as:*

- *dominating or hurting someone*
- *unfair action by the perpetrator(s) and an imbalance of power*
- *a lack of adequate defence by the target and feelings of oppression and humiliation.”*

Bullying can take many forms. The *National Centre Against Bullying* identifies five kinds of bullying:

1. Physical bullying

This is when a person (or group) uses physical actions to bully, such as hitting, poking, tripping or pushing.

Repeatedly and intentionally damaging someone's belongings is also physical bullying.

2. Verbal bullying

Repeated or systematic name calling, insults, homophobic or racist remarks and verbal abuse.

3. Covert bullying

Such as lying about someone, spreading rumours, playing a nasty joke that make the person feel humiliated or powerless, mimicking or deliberately excluding someone.

4. Psychological bullying

Threatening, manipulating or stalking someone.

5. Cyber bullying

Using technology, such as email, mobile phones, chat rooms or social networking sites to bully verbally, socially or psychologically

A one-off disagreement with a friend or conflict over a game is not considered bullying unless the conflict continues and becomes intentionally hurtful.

Role of School Staff

Depending upon the level if incident, responses would include the use of a *restorative practice* process to understand, clarify and resolve the situation and work together towards repairing the harm caused; and this would include:

- a focus on what happened
- what harm has resulted
- what needs to happen to resolve the situation or repair the relationship

The Method of Shared Concern may be used for higher level events and include:

1. Talking with all students involved individually.
2. Identifying the concerns of all parties.
3. Establishing an agreement aimed at reconciling the situation.
4. Jointly negotiating how the agreement will be monitored

If there continues to be further bullying the situation would be considered of high severity.

Parents of students involved in this process will be notified and updated on the progress of the situation.

The Method of Shared concern will be modified to cater for younger students or students with special needs. It would also be modified to suit the complexity of the situation.

If the situation is a significant one, Administration will take over management of the case.

Consequences of being a bully

If a child fails to respond to initial intervention or the bullying warrants escalated action. The school's Administration will;

- Counsel the child and provide time for individual reflection.
- Make contact with parents of all students involved
- Issue a relevant consequence i.e. detention, in-school withdrawal or suspension.

Rights and Responsibilities

Rights

Feel safe
Feel protected
Be respected
Be valued

Responsibilities

Act appropriately
Support others
Respect others
Value others



***DON'T
BE BULLIED!***

Be Pro-active!

Teachers will integrate values throughout the curriculum and use strategies such as *Kelso's Choices*, *You Can Do It*, *Stop Think Do*, explicitly teach social skill and Cooperative Learning strategies.

In the event of a bullying incident, teachers will attempt to establish the facts and deal with the situation at the classroom level using restorative justice including, whole class discussion or individual counselling.

Role of students

Don't be a "bystander"; you can help someone being bullied by:

- *NOT smiling, NOT joining in and NOT just watching!*
- *Telling the bully to stop!*
- *Reporting the bullying immediately to someone you feel comfortable with*
- *Showing that you and your friends disapprove of bullying*

It is your responsibility to report bullying if it happens to you or someone else.

What can parents do to help?

- *Identify the facts*
- *Set a good example*
- *Give constructive responses*
- *Use Kelso's Choices*
- *Assure the child that the situation can be changed*
- *Reassure the child that this is not happening because there is something wrong with them*
- *Inform the school immediately*

KELSO'S CHOICES

- ☺ *Go to another game*
- ☺ *Share and take turns*
- ☺ *Wait and cool off*
- ☺ *Apologize*
- ☺ *Talk it out*
- ☺ *Walk away*
- ☺ *Ignore it*
- ☺ *Tell them to stop*
- ☺ *Make a deal*



ANTI-BULLYING GUIDELINES

At Glengarry Primary School we aim to provide a safe environment where everyone feels valued, safe and where individual differences are accepted.

