A definition of Bullying and Harassment -

Bullying is deliberate, hurtful gestures, words or actions which are repeated over time.

At Flinders Park Primary School we believe that:

- bullying is the systematic abuse of power
- bullying is not simply about difference. It may occur because of people’s inability to accept and value difference.
- bullying includes racist or sexual harassment or any other form of discriminatory behaviour.
- bullying is everyone’s business.
- bullying can involve violence.

Examples of bullying are;

- Often/repeatedly having your lunch money taken away
- Repeatedly being left out of games or conversations
- Being repeatedly hit or kicked
- Nasty and/or threatening messages sent via SMS on mobile phones or through the internet

What can you do about bullying?

- If you are bullied or you know someone who is being bullied, please report it.

Who to report it to

- Tell a trusted adult, teacher, school counsellor, the principal or deputy.
- Tell your parents or caregivers too.

How to report

- Tell the trusted adult where the bullying happened, how often it has happened and what you have done to try to stop it happening.

When to report

- Report the bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it may get worse.

What we do about incidents of bullying

- We will listen and talk to the person/s who has been bullied, and the person/s who has bullied others.
- We will use restorative practices to negotiate consequences for the person/s who has been bullying others.
- This process will help everyone involved to improve their relationships with each other.
- Continue to report until something is done.

It is important to note that these steps may change. At FPPS we do not use a “one size fits all” approach. This is because each person is different and each incident of bullying is different.

What we do at Flinders Park Primary School to reduce bullying.

If an incident of bullying happens at FPPS we use Prevention. Intervention, and Post-intervention strategies.
**Prevention strategies** include:
- using the curriculum to teach students about respectful relationships
- developing programs to help students participate and have a say in their learning
- teaching students about violence prevention, conflict resolution, anger management and problem solving and developing policies which promote student safety
- teaching for and about diversity
- providing professional development for staff in collaboration with local agencies.

**Intervention strategies** include:
- counselling student/s who have been bullied, and student/s who bully others
- talking with parents/ caregivers about the situation
- working through Restorative Justice practices for those who bully others
- teaching students to be better bystanders and report bullying
- ensuring that all staff know how to address bullying effectively and respectfully

**Post-intervention strategies** include:
- monitoring the situation between the students to ensure that their safety and wellbeing are maintained
- talking with parents/ caregivers about strategies
- reviewing and evaluating our behaviour management policies.

If you would like more information about bullying, please contact our school.
Telephone: 8443 9356

Mrs Heather Efraimsen – Principal
Mr Peter Allison – Deputy Principal

Written 2008 reviewed 2012

At Flinders Park Primary School we want all students to feel safe.

Our school does not tolerate bullying and expects all members of the School Community to treat each other with respect and dignity.