

Penong Primary School

Respect Community Achievement



Government of South Australia
Department for Education



Anti-Bullying Policy

Rationale

Penong School is committed to providing a safe secure environment, free from bullying, where students can learn, participate and enjoy their school life. We promote connectedness, fairness, consistency, respect for others, self-esteem, honesty and cooperation. We believe that bullying is a relationship problem that requires relationship solutions.

We believe education reduces the incidence of bullying.

Our School Values are: Respect Achievement Community

What is Bullying?

Bullying is a deliberate psychological, emotional and/or physical harassment of one person by another, or a group of people. It is an abuse of power that occurs systematically and repeatedly. Bullying includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, angry or afraid.

Cyber bullying refers to bullying through the information and communication technologies such as the internet and mobile phones.

Bullying can have lasting impact on the self-esteem and wellbeing.

	Direct	Indirect
Verbal Abuse	<ul style="list-style-type: none">- Verbal insults- Unfair criticism- Name calling	<ul style="list-style-type: none">- Persuading another person to criticise or insult another- Spreading malicious rumours
Gestural Abuse	<ul style="list-style-type: none">- Threatening or obscene gestures- Menacing stares	<ul style="list-style-type: none">- Deliberately turning away or averting one's gaze to ignore something
Physical Abuse	<ul style="list-style-type: none">- Striking- Splitting- Throwing things- Using a weapon- Touching someone and making them feel uncomfortable	<ul style="list-style-type: none">- Getting another person to assault someone- Removing or hiding belongings
Group Bullying	<ul style="list-style-type: none">- Forming coalitions against someone	<ul style="list-style-type: none">- Persuading people to exclude others
Cyber Bullying	<ul style="list-style-type: none">- Threatening, menacing messages sent to someone	Humiliating, embarrassing messages and/or images shared with others

Student Procedure:

If you are bullied, we encourage all students to access the support of school staff in working through the issue. We encourage and teach students to use the following strategies:

First stop and ask yourself:

- What is the problem?
- What is happening?
- How do you feel?
- What do you want to happen?
- How can I help myself?

Then choose from the strategies below:

- Tell the person or people that they are bullying and to stop the behaviour.
- Walk away confidently.
- Talk to a staff member.
- Talk to any adult or student you trust.
- Refrain from bullying others.
- Ring the Kids Help Line: 1800 551 800

If the bullying does not stop try another strategy listed above.

If you have witnessed bullying behaviour:

Bystanders are spectators, witnesses or supporters who are present during a bullying incident. To encourage the bullying or to do nothing is also a form of bullying.

When bystanders seek to discourage bullying behaviour, bullying stops 50% of the time.

As a witness you should:

- Tell the person who is bullying that their behaviour is unacceptable.
- Support the person who is being bullied.
- Talk to a staff member if you think someone is being bullied.
- Refuse to join in the bullying and walk away.

School Procedure:

At Penong Primary we are committed to the following prevention, intervention and post intervention strategies.

Prevention Strategies include:

Lessons at the beginning and throughout each year which identify:

- Bullying
- Issues for bullies, victims and bystanders
- Proactive bystanders' actions
- Strategies for students to reduce bullying
- Safe plans in our school
- Developing common understanding of prevention strategies.

Our bullying policy, consequences and students' role make our school a bully free zone.

Teaching and developing a common understanding of prevention strategies to reduce bullying.

Teaching students to be better bystanders and ways to be supportive of students at risk.

Using the appropriate resources to develop resilience skills and connectedness including:

- Social Skills
- Positive friendships and friendship skills
- Respectful relationships
- Emotional literacy and emotional awareness and regulation responsible decision making
- Healthy self-esteem

Intervention Strategies Include:

- Planned intervention using one or more of the 6 methods of intervention' of bullying in schools.
- Working through the Method of Shared Concern' process with students involved including bystanders.
- Counselling students who bully and have been bullied.
- Talking to parents or caregiver about the situation.
- Using school behaviour policy and processes which may include internal or external suspension.
- Keeping details of reported bullying incidents and interventions.

Post-Intervention strategies include:

- Monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- Talking with parents/caregivers about the strategies.
- Reviewing the effectiveness of yard procedures.
- Reviewing and evaluating behaviour codes and policies.

The 6 Methods of Bullying Intervention in Schools

- The traditional disciplinary approach
- Strengthen the Target
- Mediation
- Restorative Practice
- Support Group Method
- The Method of Shared Concern

More information on each of the 6 methods can be found at:

www.education.vic.gov.au/about/programs/bullyingstoppers/teacheroverview.aspx

Each has its own rationale and appropriate areas of application, depending on the nature of the case.

Key List of Contacts

Leadership – Mrs Karen Murray

R-2 Teacher – Ms Georgia Allen

3-6 Teacher – Ms Cindy Ettridge, Mr Dave Clarke, Mrs Kylie Stra

Early Learning Centre – Mrs Tricia Shipard

Reviewed August 2025

Signed Karen Murray
Principal

Signed: Allison Shipard
Chairperson Governing Council

Next Review August 2028