ANTI-BULLYING POLICY

Purpose
Seabrook Primary School, as a dedicated Primary Years Programme school, believes that every person in our school community has the right to feel safe and have a sense of belonging. We seek to foster and affirm the worth and dignity of each member by promoting the PYP Attitudes of confidence, cooperation, empathy, tolerance and respect. We believe that each member of our school community should be committed to ensuring we have a safe and secure school, where the rights of all members, staff, parents and students are respected. The school will not tolerate any action that undermines a person’s right to feel safe, and it will take whatever steps are necessary to stop such behaviour.

Goals of Our Policy
- To provide a stable, safe and ordered environment within which students learn effectively and behave with integrity.
- To ensure positive relationships are created and maintained within the school community.
- To foster in students a feeling of pride and belonging to Seabrook Primary School as well as a connection to their local and global community.
- To encourage students to develop a sense of empathy and tolerance when interacting with each other.

Definition of Bullying
Bullying is a pattern of behaviour that can be deliberate or as a result of thoughtlessness by a person (or a group) towards another, which is designed to hurt, injure, embarrass, upset or discomfort an individual. It is the repeated misuse of power. It includes:
- Physical aggression.
- The use of put down comments or insults.
- Damage to the person or property.
- Deliberate exclusion from activities.
- Setting up humiliating experiences.
- Cyber bullying is the misuse of email systems or Internet forums, for sending aggressive or offensive emails.

Guidelines – What Are We Expected To Do?

Teachers/Staff Members
- Will act as role models of caring and tolerant behaviour.
- Encourage appropriate behaviour.
- Consistently refer to Essential Agreements regarding behaviour.
- Provide children with skills and strategies to recognise and manage stress which may arise through relationships and individual differences.
- Will listen and act upon reports of bullying.
- Will protect the victim/target from further harm.
- Will act to stop the behaviour recurring.
- Will follow up/report to students and/or family.
- Implement sanctions where necessary.
**Students who are Bullied**
- Will speak to their teacher (or other staff member) and give him/her full details of the event.
- Will seek help from peers, parents, etc.

**Students Witnessing Bullying Behaviour**
- Will assist if they are able
- Will immediately seek teacher/staff assistance if they feel unable to assist.

**Parents**
- Will listen sympathetically to reports of bullying.
- Will speak to relevant school personnel.
- Will work with the school in seeking a permanent solution.

**Implementation**
- The school will keep adequate records of all reported bullying incidents.
- The school will work with the parents of the victim/target to assist their son/daughter to respond to bullying behaviour.
- The school will protect and support the victim/target of bullying, and will assist the student in order to assure that he/she will not be bullied in the future.
- The school will initially assist the bully to change his/her behaviour.
- Further transgressions will require additional counselling with the Principal or Student Counsellor.
- Resistance to behaviour change and repeated offending will lead to consequences ranging from detention, exclusion from class and playground, to after school detention.
- The school will meet with the parents of the child with the bullying behaviour to establish joint strategies for behaviour modification. In persistent cases, a Senior Education Officer will be contacted to intervene.

**Evaluation**
The Leadership team will review this policy with whole school community on a yearly basis and it will be brought to the attention of newly enrolled students and their families.