



Anti Bullying Policy

This policy has been developed using the Department of Education and Training policy as a reference, and in consultation with the school community. It was approved by the Rosebery Middle School Council at their meeting of 17/09/2013

Introduction

Rosebery Middle School is committed to providing a caring and safe environment in which we can all learn in a secure and stimulating atmosphere. Bullying stops this happening, so bullying will not be accepted at Rosebery Middle School. It is the responsibility of all students, parents/carers and staff to work together to prevent it happening.

We believe that all students should feel happy and safe at RMS. We expect staff and students to respect each other and treat each other with kindness and courtesy. Bullying, including cyber bullying, harassment and violence, is not acceptable in this school and will be dealt with seriously and expeditiously.

The school will work with the school community and other services and agencies to support its students in being responsible and productive members of this community.

Students should not hesitate to approach a staff member should they have any concerns about bullying of themselves or others. Parents and carers can raise their concerns about bullying.

The RMS culture and curriculum will reflect these beliefs.

Definition:

Bullying is *repeated* verbal, physical, social or psychological behaviour that is **harmful** and involves the **misuse** of power by an individual or group towards one or more persons. It can have long-term effects on those involved.

The National Safe Schools Framework identifies the below types of bullying:

Direct Bullying– Involves physical actions such as punching or kicking or overt verbal actions such as name-calling and insulting.

Indirect Bullying– Is a subtle type of non-physical bullying which isn't easily seen by others and is conducted out of sight, and often unacknowledged by adults. This may include spreading rumors or excluding someone

Cyber bullying – Occur through the use of information or communication technologies such as instant messaging, text messages, email and social networking sites. It has many similarities with offline bullying but it differs in that the student/s who bully can be anonymous, it can reach a wide audience and the sent or uploaded material can be difficult to remove. Cyber bullying includes, repeated hang ups, sending offensive or threatening messages or creating hate sites or starting exclusion campaigns online.



Purpose:

- To ensure allegations of bullying are not ignored and are dealt with in a constructive and best practice manner.
- To give a clear message that bullying is anti-social behaviour and will not be tolerated at RMS by parents and carers, students or staff.
- To ensure that students and staff work in a safe environment, encouraging maximum academic and social learning.
- To provide a framework for action that encourages all involved to recognise their responsibilities to each student.

Proactive Strategies used at Rosebery Middle School:

Rosebery Middle school will endeavour to be proactive against bullying from occurring and aim to provide appropriate and effective strategies and management of bullying incidences through the following:

1) Expectation

Bullying will not be tolerated at RMS. The consequences of bullying and anti-social behaviour will be embedded in the RMS Wellbeing Program taught across all year levels.

Everyone has the right to feel safe and all students, staff and parents of Rosebery Middle School are expected to demonstrate behaviours in alignment to the school values of Safety, Bravery, Teamwork and Respect. We use our positive school values and school wide positive behaviour framework to foster an environment of respect and safety.

All staff must be vigilant in class and around the school campus and will foster positive relationships with students. Any student who feels threatened for any reason must be listened to, taken seriously and given support.

We ensure that policies are developed and reviewed to ensure that there is a school wide approach to behaviour management and student safety. The Wellbeing and Behaviour Policy in addition to the behaviour flowchart and matrix will be adhered to and regularly reviewed in regards to suitable consequences for varying cases of bullying.

Parents, teachers and students are also expected to adhere to the Safe Schools NT Code of conduct and the Un Convention of Human Rights which states it is Essential to effective learning is a safe supportive and disciplined environment where people respect:

1. The rights of all people to be treated with respect and dignity.
2. The rights of all students to learn.
3. The rights of teachers to teach.
4. The rights of all to be safe.

2) Education

Our students participate in formal and informal Social and Emotional Learning programs within their classes and during wellbeing teaching blocks. Each subject, provides opportunity to



demonstrate and enhance social skills and learning related to appropriate behaviours, valuing others, respectful relationships, team work, problem solving and resilience.

Staff at Rosebery Middle School are expected to establish, maintain, make explicit and model the school's expectations related to bullying and support students to be effective bystanders.

Additional workshops, expos, anti-bullying campaigns and programs may be facilitated through the introduction of non-government community services or use of our student services support staff consisting of school counsellor, AIEW and School Health nurse.

Rock and Water, Drumbats and Free to Be are some programs some of our teaching and/ or support staff are trained in and may facilitate at varying times. Other programs introduced to the school may include Counter Punch and Live it up Navigate program.

3) Adequate and Active Supervision

Staff actively patrol the school grounds during all breaks and where 'blind-spots' become known or evident, action is taken to ensure that supervision is made available with changes to the staff duty roster.

There are also 'safe areas' made available for students should they feel vulnerable to bullies. These include: Library, Student Service building block (M2), Positive Learning Centre, Clontarf, Palmerston Girls Academy and Pathways (M13).

4) Peer Support Programs

Students who are members of the SRC and/ or the Peacekeeping committee are committed to working together to build a caring school culture free from harm, harassment and bullying encouraging people to report, educate on who to report to and enhance effective bystander behaviour.

What students can do about bullying:

- Tell the person(s) involved to stop.
- Ask other people to stop, if you observe them bullying someone else.
- If you are being bullied, or someone you know is being bullied, report it immediately.
- If you witness bullying and know it is happening, be assertive and stand up for the victim- report immediately. Positive Bystanders are vital to stopping bullies- more than teachers and parents.

For more tips refer to the RMS Anti Bullying Brochure.

You can report the Bullying to:

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- **friend(s)**
 - **Support staff such as school counsellor, school nurse, Home Liaison Officer, PGA, Clontarf, AIEW, Defence Transition Mentor or School Constable**
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- parent(s)/caregiver(s)
- teacher(s)
- Trusted adult
- other outside agency such as Headspace Counselling service (898315999) or Kidshelpline (1800 55 1800).

Any case of retaliation against a student for reporting bullying will be treated with the utmost severity, eg, suspension from the school.

When to report

- Report bullying as soon as it happens.
- Do not ignore it, it may get worse.

What steps will be taken to respond to incidents of bullying

- Report
- Follow-up/ Interviews and investigate
- Assess and determine response dependant on severity
- Action Plan
- Mediation/ Restorative meeting
- Formal / Informal process followed
- Consequences for persistent and severe incidences of harassment or bullying
- Support provided for victim(s)
- Safety Plan

For more information related to specific behaviour management and consequences please refer to the Schools Wellbeing and Behaviour Policy, Behaviour Management Flow Charts and Matrixes. Severe bullying or harassment may lead to suspension from the school, as well as police involvement.

Please keep in mind that these steps may change depending on the circumstance –It is recognized, that each case is different and may require a special approach. In all cases it is important to ensure:

- That victims are believed and made safe
- That the principles of natural justice and due process are followed in regard to students reported for bullying.

What an assessment of Severity may look like:

- Duration of behaviour – How long has the situation been going on for?
- Frequency of behaviour – Is the student bullied every day or once every couple of weeks?
- Type of bullying behaviour – eg, is the child being physically assaulted, teasing?



RESOURCES

- Safe Schools NT Code of Behaviour (<http://www.education.nt.gov.au/teachers-educators/students-learning/safe-schools-nt>)
- National Safe Schools Framework (NSSF)
- Rosebery Middle School [Anti-bullying Brochure](#)
- Australian Psychology Society

Websites for parents and students:

<http://www.cybersmart.gov.au>
<http://www.thinkuknow.org.au>
<http://bullyingnoway.gov.au>
<http://www.youthbeyondblue.com>
<http://www.headspace.org.au>
<http://www.moodgym.anu.edu.au>

Helplines:

Life line: 13 11 14
Kids Help Line: 1800 55 1800 (free call from land line)
Youthbeyond Blue: 1300 22 4636

Other contacts for supports:

Catholicare: 08 8944200
Anglicare NT: 8946 4800
Headspace Top end: 89315995

For matters of urgency needing risk assessment due to concerns of one's personal safety to self or other please phone

Tamarind Centre Child and Adolescent team on 89994988

Or 000 for and Emergency service



My Responsibility as student is to....

My Responsibility as Parent is to.....

<ul style="list-style-type: none">• Report all incidents of observed or known cases of bullying, teasing or harassment.• Behave in a way that upholds and demonstrates the school values of Teamwork, Safety Bravery and Respect.• Encourage your friends/peers to reports any cases of bullying, teasing or harassment.• Be responsible for your offline and online behaviour and safety.• Maintain open communication with staff, parents or a trusted adult.	<ul style="list-style-type: none">• Report all incidents of observed or known cases of bullying, teasing and harassment.• Emphasis to your child the importance of reporting immediately.• Stay calm, positive and listen to your child about any bullying concerns.• Monitor your child's social media activities as well as any changes in their behaviour.• Encourage your child to take responsibility for their own behaviour.• Initiate and maintain respectful and open communication with school staff.
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PARENT/CARER & STUDENT SIGN-OFF

ANTI BULLYING POLICY



I have read and understood the Rosebery Middle School Anti Bullying Policy and agree to support/abide by the policy while enrolled at Rosebery Middle School.

Student Name: _____

Student Signature: _____ **Date:** _____

Parent/Carer Name: _____

Parent/Carer Signature: _____ **Date :** _____

