At Kensington Public School it is our aim to provide an anti-bullying plan supported by restorative practices that aim to:

- **Ensure that all members of the school community are treated with respect**
- **Foster better relationships**
- **Encourage staff and students to take positive steps to avoid hurting others**
- **Reduce/eradicate bullying at Kensington Public School**
- **Promote healthy relationships**

**Restorative Questions:**

**When things go wrong**
- What happened?
- What were you thinking at the time?
- What have you thought about since?
- Who has been affected by what you have done?
- In what way?
- What do you think you need to do to make things right?

**When someone has been hurt**
- What did you think when you realised what had happened?
- What impact has this incident had on you and others?
- What has been the hardest thing for you?
- What do you think needs to happen to make things right?

**Consequences of Bullying at Kensington Public School**

At Kensington we follow the principles of restorative justice in the first instance. We focus on repairing the harm done to people and relationships. The restorative approach allows the student to make amends and shed the offender label.

However, if the student does not take responsibility for the harm caused nor attempts to change their behaviour, other measures may be implemented such as:

- conferences with Assistant Principal when bullying is known to be occurring.
- parents are notified by telephone.
- incidents recorded in the conduct book and parents notified.
- interview with parents and assistant principal or principal if bullying continues.
- referral to school counsellor.
- in school or out of school suspension.
- expulsion from school.

**Bullying, No Way!**

This is an excellent resource with additional information about bullying for parents and activities for students.
http://bullyingnoway.gov.au

Kensington Public School Anti-Bullying Policy

Kensington Public School is an inclusive environment, where diversity is acknowledged and individual differences are respected.

Kensington Public School rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the department.

At Kensington Public School quality education is provided for students to meet their learning needs in a secure, ordered and supportive environment.

Partnership with parents, caregivers, students and the wider community is central to the success of this process.
WHAT IS BULLYING?

Bullying is a *sustained intentional behaviour* by an individual or group of individuals that causes upset, distress, hurt, or an intense sense of fear.

Bullying involves intentional and willful misuse of power in relationships.

Bullying often seems to involve direct or indirect harassment, humiliation, violent or physical domination and or intimidation of others.

Bullying may be:
- **Verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **Physical** eg hitting, punching, kicking, scratching, tripping, spitting
- **Social** eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **Psychological** eg spreading rumours, dirty looks, hiding or damaging possessions
- **Cyber** eg malicious SMS and email messages, inappropriate use of mobile phones, social networking

- It may be done directly (e.g. face to face) or indirectly (e.g. via mobiles or the internet - cyber bullying);
- It may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge;
- has an element of threat; and
- can continue over time.

**School staff have a responsibility to:**
- respect and support students
- model and promote appropriate behaviour
- have knowledge of school and departmental policies relating to bullying behaviour
- respond in a timely manner to incidents of bullying according to the school’s Anti-bullying Plan.

In addition, teachers have a responsibility to:
- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

**Students have a responsibility to:**
- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school Anti-bullying Plan
- behave as responsible bystanders
- report incidents of bullying according to their school Anti-bullying Plan.

**Parents and caregivers have the responsibility to:**
- support their children to become responsible citizens and to develop responsible on-line behaviour
- be aware of the school Anti-bullying Plan and assist their children in understanding bullying behaviour
- support their children in developing positive responses to incidents of bullying
- report incidents of school related bullying behaviour to the school
- work collaboratively with the school to resolve incidents of bullying when they occur.

**If your child is being bullied:**
- listen carefully to your child;
- stay calm;
- get accurate details;
- give your child strategies to cope. Practice these strategies with your child;
- encourage your child to be proud of their and others’ differences, particularly those with special needs;
- should the problem persist seek assistance from the class teacher; and
- further support should be sought from the Assistant Principals or the Principal.

**If your child is bullying others:**
- initially you may be defensive and unbelieving;
- find out all the facts preferably from the school.
- Speaking to other parents rarely provides the full story and can stir up a lot of unnecessary concern;
- talk to your child but do not blame; and
- emphasise that bullying is not acceptable in your family.