

### What can students do if they are being bullied?

- ⇒ Seek assistance from parents, a family member, a trusted adult or school staff;
- ⇒ Speaking up is the most important thing;
- ⇒ Keep a record of dates and times when bullying occurred;
- ⇒ Do NOT retaliate.



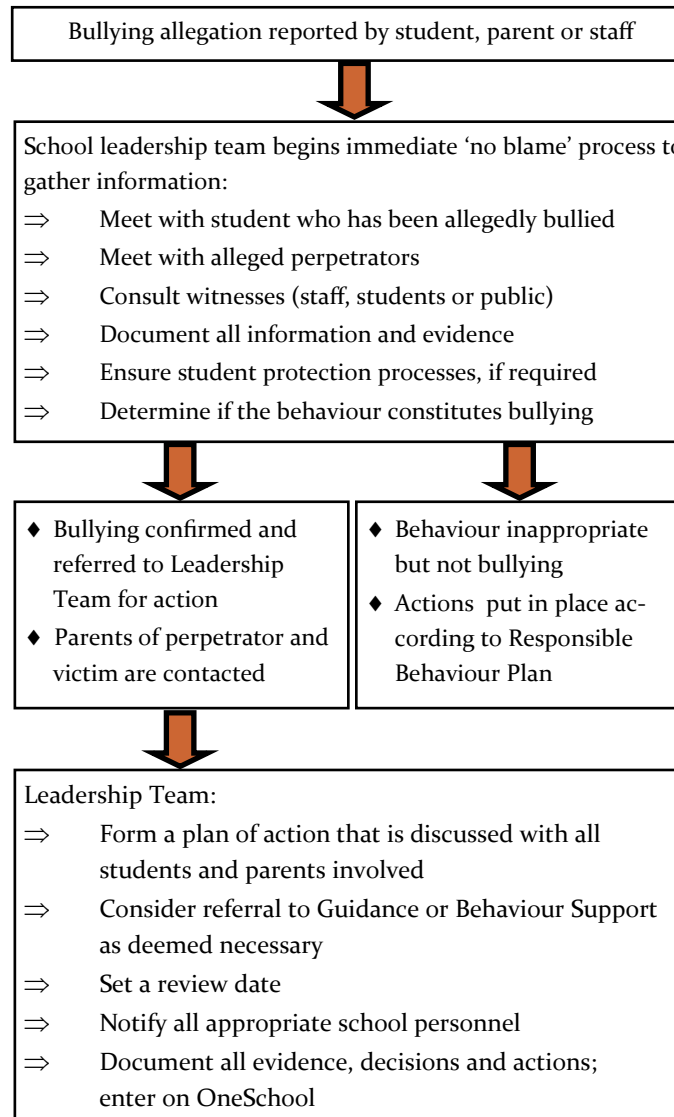
### What can students do if they see bullying?

- ⇒ Become an 'upstander' not a 'bystander' and stand up for those being bullied—in a safe, smart way;
- ⇒ Ask the person being bullied if they are OK;
- ⇒ Report the behavior.

### Useful Resources for Students and Families

[bullyingnoway.com.au](http://bullyingnoway.com.au)  
[safety.gov.au](http://safety.gov.au)  
[kidshelpline.com.au](http://kidshelpline.com.au)

## Mount Gravatt State School Reporting Procedure for Suspected Bullying



# Anti-bullying Policy and Management Plan



This Anti-bullying Policy and Management Plan is part of the School Responsible Behaviour Plan and aims to foster a culture of respect and create a positive learning environment for all students.

All students have a right to feel safe

## Mount Gravatt State School

- ⇒ Commits to educating parents, staff and students on bullying prevention and management strategies;
- ⇒ Expects a high standard of safe, responsible and respectful behavior at all times;
- ⇒ Promotes and aims to provide a safe learning environment for all children;
- ⇒ Believes that when staff, students and parents work together they can create a safe and caring environment; and
- ⇒ Understands that a clear policy and reporting procedure allows the school to respond in a timely manner and follow due process in regard to any allegations of bullying.

## Proactive Strategies

The Mount Gravatt State School Anti-bullying policy is supported by a coordinated whole school approach to educate students and to prevent and reduce incidents of bullying. Strategies in place include:

- ⇒ Delivery of school-wide social skills, positive behavior and anti-bullying programs and explicit teaching in specific anti-bullying awareness lessons;
- ⇒ Implementation of the Education Queensland Respectful Relationships program;
- ⇒ Participation in the National Day of Action Against Bullying and other anti-bullying activities;
- ⇒ Promotion and explicit teaching of strategies for dealing with bullying;
- ⇒ Presentation of clear and visible reporting procedures;
- ⇒ Effective classroom and behavior management procedures;
- ⇒ An effective Peer Mediator program.

## What is bullying?

The national definition of bullying for Australian schools states:

“Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behavior that causes physical and/or psychological harm.

It can involve an individual or a group misusing their power over one or more persons. It can happen in person or online and it can be overt or covert.”

The key points that distinguish bullying behavior from other behavior is that it is **deliberate**, with intentional harm, **repetitive** and involves an **imbalance of power**.

Imbalance of power means that one person or group has a significant advantage over another due to the context (having others to back you up), available assets (access to weapons/technology) or from personal characteristics (such as being stronger, older, more articulate or more able to socially manipulate).

## What is NOT bullying?

- ⇒ An argument between two people or groups;
- ⇒ Not liking someone (for example: not inviting someone to a birthday party, or not inviting them to join in a game);
- ⇒ A single act of social rejection (for example: not admitting a child into a play activity);
- ⇒ A one-off act of meanness or spite (for example: saying to another child ‘you’re not my friend anymore’);
- ⇒ An isolated incident of verbal misconduct (for example: swearing);
- ⇒ An isolated incident of physical aggression.

Although not bullying, such relevant behaviour issues are addressed and resolved through processes outlined in the Mount Gravatt State School Responsible Behaviour Plan.

## What can parents do?

### Preventatively

- ⇒ Build a close, open and supportive home environment;
- ⇒ Build your child’s self-esteem;
- ⇒ Discuss social, community and school expectations, including online behaviour and what it means to be a bully and a bystander;
- ⇒ Help your child to see the difference between bullying and mean behaviour, and how to deal with both of these;
- ⇒ Be observant for signs of anxiety and distress, such as school refusal, change in eating or sleeping habits, decreased academic performance, loss of interest in activities, physical or emotional outbursts, and physical symptoms, such as headaches or nausea.

### If you suspect bullying

- ⇒ Gather all the facts and decide if the situation could be bullying; if possible collect evidence (e.g. screenshots);
- ⇒ Stay calm and offer reassurance;
- ⇒ Call the school immediately to discuss the issue (with the teacher in first instance). The school will support families involved and work together to resolve the issue;
- ⇒ Never approach the bully in person or online;
- ⇒ If the incident is cyber bullying, go to the Office of Children’s Esafety Commissioner and lodge a complaint.