Umina P.S. does not tolerate bullying. All teachers are firmly committed to putting an end to acts of bullying. Victims of bullying will be supported. No one deserves to be bullied even if their behaviour is irritating or annoying. There are other positive and constructive ways to deal with irritating and annoying behavior.

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. Cyberbullying refers to bullying through information and communication technologies.

The following repeated behaviour is considered bullying at Umina P.S. and is not acceptable:
- fighting, hitting, punching, kicking, spitting
- making someone feel bad or helpless by swearing, teasing, name calling or making threats
- making fun of someone or isolating them

Bullying behaviour often is a result of anger, conflict or frustration that is not dealt with appropriately. This inappropriate social behaviour may have become a habit established over some time and therefore needs a concerted effort to bring about change.

**Bullying:**
- devalues, isolates and frightens
- affects an individual’s ability to achieve
- has long term effects on those students being bullied, students being bullied and bystanders.

**UMINA PUBLIC SCHOOL’S CURRICULUM PROMOTES**
- Care
- Tolerance
- Honesty
- Respect & Responsibility

**WHAT TO DO**

**Children need to:**
- stay cool
- stand tall
- look the bully in the eyes
- say the bully’s name (if known)
- give the bully the chance to stop what they are doing
- say firmly, “Stop doing that, I don’t like what you’re doing/saying). It’s against the school rules.”
- walk away

**If there is no co-operation**
- do not ignore a student who continually bullies
- fill out a bully report form
- seek adult help by reporting the bullying behaviour to the teacher on duty, your class teacher or your parent

**HELP & SUPPORT**

**Parents need to:**
- listen to children’s concerns and support them
- ask children if they told the bully to stop
- remind them of how they can be assertive
  - stay cool
  - stand tall
  - say the bully’s name
  - tell them to stop
  - walk away and move to a group of friends to play
- determine if staff support is needed
- contact the class teacher
- contact Deputy Principals Mrs Mary Hunt or Mr Paul Farrugia
- contact the Principal Mrs Lyn Davis

Umina P.S. is fully supportive of all its students.

**In incidences of bullying teachers will:**
- listen to children’s concerns
- talk to children about how to be assertive, say “stop” and use hand signal
- teach students to practise grounding, centering and focusing the body
- intervene where necessary
- tell bullies their behaviour is unacceptable
- remove them from the situation if appropriate
- record incidents of bullying on bullying report form
- discuss acceptable ways to deal with anger, conflict or frustration
- inform the bullies’ parents of ongoing inappropriate behaviour
- seek help from the counsellor or the behaviour support staff in the area

Umina P.S. is committed to offering parents their full support with bullying issues. At Umina P.S. we have the following staff who can assist you with all of your concerns.

The following staff members are trained to assist with:-
- Anti discrimination and racism
  - Mrs Colleen White
  - Ms Lyn Davis
- O.H.S.
  - Mrs Therese Findlay
  - Mrs Robyn McKeown
- First Aid
  - Mrs Robert Kidd
  - Mrs Kay Williams

Umina P.S. is fully supportive of all of its students.
Umina P.S. is an inclusive, safe and happy environment.

- Teachers teach acceptable behaviour by:
  - establishing and displaying classroom rules
  - discussing behaviour expectations in each classroom at the beginning of the year and promoting positive behaviour expectations throughout the year.
- Teachers praise positive behaviour and achievement.

- Classes participate in:
  - Positive Behaviour for Learning lessons
  - Personal Safety lessons K-6
  - Child Protection Strategies NO, GO, TELL
  - Water Safety Skills in Year 2

These activities reinforce personal growth; build self esteem and interpersonal skills and help students deal with conflict, safety and health issues and so build personal resilience.

Counselling bullies

- Teachers interview children to reflect on their behaviour
  - What are/were you doing?
  - What did you want to happen?
  - Is it working?
  - Is what you’re doing keeping the rules?
  - What’s a better way of getting what you want?
- Give children time out and remove them from the situation.
- Teachers monitor the behaviour of children.
- Teachers and parents discuss behaviour problems, consequences and expectations.

Counselling victims

- Reassure students that they have done nothing wrong
- Ask them what they’d like to see happen
- Teachers and parents discuss ways to be safe
- Establish a buddy or adult support if necessary
- Teachers and parents monitor the plan

Suspension and Expulsion

This action is used only in serious cases of misbehaviour. Serious misbehaviour includes violence, extreme insolence, persistent disobedience, disruptive or continual harassment of students and staff.

- Students who are violent towards others may be suspended from school until better ways of addressing behaviour problems can be established.
- Parents are contacted and given details of the grounds for suspension, the durations and a meeting date to discuss expectations.
- Suspension can be up to four days or longer.
- Expulsion from Umina Public School may occur in serious circumstances.