

North Perth Westfield Bullying Preventions and Interventions

Prevention: A Commitment to Positive School Climate

At Westfield, a positive, inclusive learning environment is our priority. We are developing a foundation for a healthy school community including a commitment to non-violence, student voice, social responsibility, kindness, empathy, and positive relationships.

We recognize that conflict will occur so we plan for it. We teach our students to resolve conflicts peacefully, in socially responsible ways, using these strategies:

- Ignore (move away; give space; decide to play somewhere else)
- Say stop (use clear words to tell what you need)
- Report (tell an adult and keep asking for help until you get what you need) Students are aware that if they feel unsafe, or someone is being hurt that they need to go *straight to report*. Students are aware the any adult will help them, at any time

When we deal with conflict, we use a process that respects students' rights and responsibilities, focuses on problem solving, and holds students accountable for their actions. We work through problems using the **HOAP** framework:

- **Honesty** (hearing all sides; talking about what has happened; being honest about our role in the conflict)
- **Ownership** (taking ownership for our own behaviour and recognizing the consequences of our behaviour on others)
- **Apologize** (developing empathy and seeking opportunities to make it right, attempt to repair the relationships involved)
- **Plan** (identify better choices that need to be made; determining what needs to change in future so that the problem does not continue)

When the behaviours are repeated, we follow progressive discipline with a restorative element.

Bullying: What is it?

The Safe Schools Act defines bullying as aggressive and typically repeated behaviour, which is intended to cause fear, distress, or harm to an individual or his or her reputation or property, and which creates a negative environment at school for the victim.

We need to distinguish bullying from other poor behaviour choices such as rudeness, conflict, or aggression. While these are a natural part of relationships, we help our students learn to resolve issues with our support, as needed.

Interventions:

When bullying does occur, we respond to the problem using the **HOAP** framework as above:

- Intervene (investigate, hear all sides including bystanders, identify and name the unacceptable behaviour)

- Work with the bully, victim, and bystanders to understand their roles and accept responsibility
- Develop a plan to stop the bullying and change the behaviour and interactions
- Aim to repair relationships
- Follow up with check-ins and monitoring to ensure the behaviour has stopped

Students who are bullied, who bully others, or who witness bullying will receive the necessary support to accept responsibility for their behaviour, and support to develop the skills necessary to learn to interact in a way that positively impacts school climate. We work in partnership with our Community Health Nurse, and the Social Worker from the Family Health Team.

Throughout the school year, our staff team continues to build awareness of bullying, the roles, strategies, and consequences. Students know that there are always adults available to help in any situation, and recognize the office as a safe place.