

To Our Parents and Carers:

Be assured that we take bullying and harassment very seriously at Northfield. Situations involving bullying can be a difficult period for both you and your child. Here are some suggestions that may be helpful if your child is being bullied:

- Assure your child that the fault does not lie with them and that things can be turned around.
- Support by listening and if possible write down details.
- Discourage retaliation. This is not a long term solution and can make the situation worse.
- Contact the school to discuss strategies to deal with the issues and ways to support your child.

Help to build your child's self-esteem by asking your child the following:

- Did they find help?
- What was said to the teacher?
- What action was taken?
- Did they use their network?

Support Networks

It has been explained about harassment and bullying to the class and I understand what I need to do when faced with a problem.

A copy of my network will be kept in class and re-visited regularly and one sent home. Please discuss this with your child often.

My Support Network

I understand the grievance procedures at Northfield signed

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Pathways to peace school



Anti-Bullying Policy

Our school does not tolerate bullying and expects all members of the School Community to treat each other with respect and dignity. At Northfield we follow the principles of a Peace Code

Peace Code

- ✓ Care for myself and others
- ✓ Do the right thing
- ✓ Speak kindly
- ✓ Find help
- ✓ Turn things around
- ✓ Be brave
- ✓ Be a peacemaker

We hope all families will discuss our peace code at home.

What is Bullying?

Bullying is the deliberate desire to hurt, threaten, intimidate or embarrass someone.

Bullying occurs when this type of harassment is repeated over and over.

Reporting Bullying

Standing by watching and encouraging bullying by others is also unacceptable. Such action indicates that you accept bullying. Instead you should tell the person to "stop" in a clear loud voice and then walk away and **report bullying to a teacher**. This shows that you recognise that such behaviour is clearly unacceptable and unwanted.

Types of Bullying

Bullying or harassment can be:

Teasing

Name
Calling

Spreading
Rumours

Making
Threats

Using
Sexist or
Racist
Language

Excluding
Other
People

Threats by phone or computer are police matters.

Common excuses used by children who bully:

"I was only joking."

"We were just playing around."

"I would of stopped if they had said so."

Don't take it:

Caring for myself and others is an important value at Northfield. Remind yourself that you have the right to feel safe and happy.

Don't do it:

Speak kindly to everyone. You have the responsibility to make others feel safe and happy.

Don't put up with it:

Tell someone on your network.

Don't react:

Do the right thing. Just walk away or use a confident voice, be assertive, tell the person to stop or leave me alone

Who can I talk to?

The first step is to talk to someone on your network. People who bully often rely on you being silent. They think you are too weak or scared to say anything.

Be brave prove them wrong.

What we do at Northfield School to reduce bullying

If an incident of bullying happens at Northfield we use prevention, intervention and post-intervention strategies.

Prevention strategies include:

- Using the curriculum to teach students about respect and peaceful relationships
- Involving students in collaborative practices regularly
- Using the methods of shared concern and no bullying approach to support students

Intervention strategies include:

- Counselling students who have been bullied
- Providing a range of support strategies for students
- Counselling students with bullying behaviours

Post-intervention strategies include:

- Monitoring the situation between students and families to ensure that safety and wellbeing are maintained