



Anti-Bullying Policy

Last Updated: 29 July 2025

Aim

The aim of this policy is to ensure that staff, parents and students of Mitcham Primary School work together to create a respectful and productive learning community that supports the rights of all students to learn and all teachers to teach.

Definitions

- Bullying is hurting another person or group who is less powerful either physically or psychologically.
- Bullying behaviour is deliberate, unwelcome, uninvited, and often repeated.
- Bullying involves behaviour which is physical, verbal, psychological or social/relational
- Cyberbullying refers to bullying through information and communication technologies (ICT)
- Conflict or fights between equals and single incidents are not defined as bullying.
- Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Objectives

- To protect the emotional and physical well-being of students and staff.
- To provide a safe and supportive learning and teaching environment.
- To have wellbeing and resilience programs in place to assist our students with social problem solving and managing grievances.
- To link anti-bullying strategies with school's grievance procedure and school behaviour code.
- To develop a positive bystander code to assist students in understanding their individual and collective responsibility.

Roles and Responsibilities

Students should:

If a student feels that they are being bullied, or have witnessed bullying behaviour as a bystander, they should:

- Tell the person that they are being a bully and to stop the behaviour.
- Support the person who is being bullied and request help from a teacher at the time of the incident.
- Report behaviour to the class teacher or another staff member.
- Not bully others.
- Be aware that if students have witnessed bullying behaviour as a bystander and do nothing, there may be consequences for their behaviour.

Members of staff should:

When a staff member witnesses a bullying incident or is notified of a bullying incident by a student they should:

- Listen and provide support to the target of the bullying by acknowledging the nature and seriousness of bullying behaviour.
- Find out the background and attempt to resolve the incident.
- Refer the incident to the appropriate leadership team member if follow-up is required or contact parents to inform them.
- Model appropriate behaviours at all times.
- Implement curriculum that supports social education and student well-being.
- Use Restorative Justice Practices.

Members of the school's leadership team should:

- Provide support to targets of bullying.
- Provide support for bullies (i.e. anger management etc.).

- Ensuring the school's anti-bullying policy is implemented consistently throughout the school.
- Make contact with parents regarding bullying incidents as required.
- Encourage students to continue to report incidents of bullying behaviour.
- Disseminate information regarding the school's anti-bullying policy, procedures and curriculum.

Parents and caregivers and the wider community should:

- Watch for signs that your child may be being bullied.
- Encourage students to report any incidences of bullying.
- Contact the school if you are aware that any child is being bullied.
- Encourage your child to become emotionally resilient.
- Support anti-bullying curriculum covered at school.
- Contact the school for further information re: support available.

Resources

- Bullying. No way!: <http://www.bullyingnoway.gov.au/>
- DfE Behaviour Support in Schools Policies: <https://www.sa.gov.au/topics/education-and-learning/schools/school-life/behaviour-support-in-schools>
- eSafety Commissioner: <https://www.esafety.gov.au/>
- Kids Helpline – Kids (Age 5-12): <https://kidshelpline.com.au/kids>
- Kids Helpline – Parents: <https://kidshelpline.com.au/parents>

Policy update and review

The school council and staff regularly monitor and review the effectiveness of the Anti-Bullying Policy (at least every three years) and revise the policy when required.

Policy last reviewed May 2023. Next review May 2026.



Responsibility - Resilience - Respect



Government of South Australia
Department for Education