

This policy outlines how Kidman Park Primary School will prevent and respond to bullying in line with the Education and Children's Services Act 2025 (SA) Inclusive Education Amendment Act (2025)

OUR VISION

Our vision is to create a school environment that is inclusive, engaging, and positively challenging. We strive to support learners in cultivating aspirations, taking risks, embracing change, and reaching their fullest potential. Kidman Park affirms everyone's right to safety, personal growth, and positive self-esteem. Harassment and bullying will not be accepted.

LEGISLATIVE AND POLICY CONTEXT

This policy aligns with the Education and Children's Services Act 2019 (SA) and the Children and Young People (Safety) Act 2017 (SA), which require schools to provide a safe environment and respond to harmful behaviours.

KPPS implements the Department for Education's Behaviour Support Policy and the Responding to Online Safety Incidents in South Australian Schools guidelines. It draws on the statewide bullying prevention strategy and the Australian Student Wellbeing Framework (2024-2025).

VISION, VALUES AND SCHOOL CLIMATE

Kidman Park Primary School promotes respect, diversity and inclusion. We believe all students have the right to feel safe, respected and included at school. We will model behaviours that show respect, value diversity and promote belonging.

DEFINITIONS

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviours that intend to cause physical, social or psychological harm. It can be overt or hidden and may occur in person or online.

Bullying has three key features:

- 1. Misuse of power:** A real or perceived power imbalance may arise from numbers or personal characteristics.
- 2. Ongoing and repeated:** One incident is generally not bullying. Bullying involves repeated behaviour or behaviour that can be shared online with multiple views.
- 3. Causes harm:** Bullying can cause physical harm (e.g., injury, damage to belongings) and psychological harm such as anxiety, school avoidance or depression.

Bullying can be:

- Physical: hitting, kicking, tripping, pushing or damaging property.
- Verbal: name calling, insults, taunting or threats.
- Social/relational: exclusion, spreading rumours, humiliating jokes or damaging someone's reputation.
- Cyberbullying: bullying using digital technology, including abusive messages, hurtful images or videos, sharing personal images without consent or impersonation.

Single incidents or conflict between equals are not defined as bullying.

Harassment targets individuals or groups because of identity, race, culture, religion, gender, sexuality, age or ability and may be a single act or a pattern of behaviour.

Discrimination happens when people are treated unfairly due to similar attributes.

Violence involves the intentional use of force or power.

ROLES AND RESPONSIBILITIES

All members of our school community share responsibility to prevent bullying, respond when it occurs and support those who have been affected.

School leaders and staff:

- Model and promote positive, inclusive behaviour and value diversity.
- Engage in professional learning to recognise, prevent and respond to bullying.
- Collect and analyse data on bullying trends and use it to plan prevention strategies with the Governing Council.
- Explicitly teach respectful relationships, bullying and cyber-bullying, including how to recognise and report bullying.
- Work with students to develop solutions and include them in decisions that affect their safety and wellbeing.
- Support students at higher risk of being bullied and respond to bullying reports that occur during or outside school when they relate to school relationships.
- Report criminal matters to South Australia Police and collaborate with interagency services.
- Assist parents to recognise bullying and know what to do when their child is involved.
- Support students to repair and restore relationships and ensure responses are planned, visible and consistent.
- Ensure students are physically and psychologically safe.

Parents, Carers and Families:

- Model safe, respectful and inclusive behaviours and help children to be safe online.
- Ensure their child knows how to identify and report bullying and work with the school to support their child.
- Talk to their child about bullying using consistent messages.
- Report concerns to school staff and work with the school when incidents occur.
- Support their child to continue attending school while issues are addressed and seek external professional support if needed.
- Monitor children's use of devices, set family technology agreements and use parental controls.

Students:

- Model safe, respectful and inclusive behaviours both in person and online.
- Implement taught skills to recognise, respond to and manage bullying.
- Participate in decisions that improve student safety and wellbeing.
- Take a stand against bullying by intervening safely or seeking help from adults.
- Support peers to seek help and behave safely.

REPORTING AND COMPLAINTS

Kidman Park Primary School will work with students, parents, carers and families to resolve concerning issues, and if needed will get advice, counselling and support from external services.

All reports of bullying will be taken seriously. Responses will be planned and quick. The principal or leadership team will immediately respond to life threatening, significant harm or criminal behaviour issues and will refer criminal actions to South Australia Police.

Report bullying

You can report bullying to:

Principal – Amanda Walker

Deputy Principal – Michael Hewitt

Student Wellbeing Leader – Keith Kovacs

Your Child's Classroom Teacher

You can report bullying incidents by:

Email - dl.0996.admin AT Schools.sa.edu.au

Phone - 08 8353 5333

Face-to-face

Scheduling a meeting

It is important to provide the school as much information as possible.

This might include:

- Who was involved, including who engaged in the bullying behaviour, who the behaviour was directed at and witnesses.
- When the incident happened.
- Where the incident took place, for example social media.
- The behaviour/incident.
- If anyone stopped or tried to stop the behaviour.
- What led up to the incident.
- What happened after the incident.
- Gather and document information.

If an incident has occurred. Leadership and/or Staff will speak about the incident to all involved parties including:

- Students
- Parents or Carers
- Other staff
- Any other witness or person involved

Complaints should be addressed through the school's complaints process. If not satisfied with the school's response, families can contact the Department for Education's complaints management line on 1800 677 435.

INTERVENTION - INTERVENE AND WORK WITH OTHERS

When bullying occurs, Kidman Park Primary School will intervene by:

- Taking all reports of bullying seriously and respond with fair and consistent actions
- Documenting all bullying incidents and check in with students while issues are resolved
- Work with the Governing Council, department staff, parents, carers, students and community organisations to design local strategies to prevent and reduce bullying.
- Encourage parents and carers to participate in activities that promote safety and wellbeing and involve them in planning responses.
- Share information with parents and carers about how to recognise bullying and what to do when their child is involved.
- Communicate regularly with families when a bullying incident happens and work with other services to support students.

Leadership and/or including staff at Kidman Park will see if the incident:

1. Meets the definition of bullying.
2. Poses an immediate risk to student or staff safety.

If there is no immediate risk, Leadership and/or including staff at Kidman Park staff might use the following strategies with students directly involved:

- Restorative practices, including an apology.
- Method of Shared Concern or Support Group Method of intervention.
- Parent/Carer meeting.
- School-based consequences following the sites Tiers of intervention model.

For example:

- Loss of privileges.
- Provided a learning task to educate and support around the behaviour.
- Use of Regulation Stations, reflection spaces or class.
- Limited areas for play or activities or extra yard supervision.
- Suspension.

In alignment with the South Australian Department for Education requirements, Kidman Park Primary School proactively builds student capacity, strong relationships, and safe learning environments.

Preventative strategies include:

- Explicit teaching of respectful relationships and social-emotional skills
- Classroom agreements aligned with our school values
- PBIS expectations and acknowledgement systems
- Restorative Practices and Berry Street trauma-informed approaches
- What's the Buzz and Tier 2/3 supports
- Yard and digital supervision practices
- Regular review of behavioral trends using Check In forms and the Education Dashboard
- Campaigns such as Harmony Day, RU OK Day, National Day of Action Against Bullying & Violence and Spirit Day.

Respond, Repair and Restore

Kidman Park Primary School will provide visible and consistent responses that build trust and confidence:

- Share information about preventing and responding to bullying.
- Review strategies regularly to ensure student needs are met.
- Provide safe ways for students to report bullying, including to the principal, deputy principal, Wellbeing Leader, teachers, Wellbeing Support SSO and SSO's
- Make information about the complaint's resolution process available and plan, implement and assess prevention and response strategies.
- Develop solutions with students, staff, parents and caregivers.
- Support students who have engaged in bullying to reflect on the impact of their behaviour and implement positive behaviours.
- Support all students who experience bullying, engage in bullying or witness bullying.
- Take action against discrimination, harassment and violence and report criminal actions to South Australia Police.
- Provide targeted social and emotional support and ensure inclusive practices.
- After serious incidents, supervise students involved before school, at break times and after school and build staff skills to restore safety and wellbeing.

Cyber-Bullying – Additional guidance

Cyber-bullying uses digital technology to harm others. It includes offensive texts and emails, hurtful messages or images, sharing personal images without consent and impersonation.

To address cyber-bullying:

- Kidman Park will follow the Department's Responding to Online Safety Incidents guideline. School principals must respond in a way that supports safety and wellbeing, use the guideline and comply with current policies, and work collaboratively with all parties involved.
- Incidents involving child protection or illegal behaviour will be referred to South Australia Police and relevant agencies as outlined in the online safety guidelines.
- Kidman Park will provide clear reporting pathways for cyber-bullying and assist families to report serious cyber-bullying to the eSafety Commissioner, who can request removal of offensive content.
- Parents and carers should help children form good online habits by setting expectations about online behaviour, using family technology agreements, employing parental controls, having open discussions about online activities and learning more about digital technology and cyber-bullying.
- Conversation starters can help parents check their child's understanding of cyber-bullying, find out if they have been involved and learn whether they know how to report it.
- Students should understand how to report cyber-bullying on social media and know how to have content removed through eSafety.

Resources and Supports for families

Kidman Park encourages families to access reputable resources about bullying and online safety.

These include:

- Bullying. No Way! – National advice for families about preventing and responding to bullying.
- E-Safety Commissioner – Advice and resources on online safety; can receive complaints about serious cyber-bullying and image-based abuse.
- Kids Helpline – 24/7 phone and online counselling service for people aged 5-25.
- Headspace – Phone and online mental health and wellbeing support for young people aged 12-25.
- ThinkUKnow – A program led by the Australian Federal Police that provides information about online safety.
- Youth Law Australia – Legal advice on youth cyber-safety and online behaviour.
- Child Abuse Report Line – To report concerns about a child or young person's safety.
- South Australia Police – for emergency assistance (000) or police assistance (131 444).

Monitoring, review and data collection

Kidman Park will collect data on all incidents including bullying, monitor trends and review this policy annually with staff, students, and the Governing Council. Feedback from the school community will inform improvements. The policy will be reviewed by the Governing Council at least every two years if legislations or departmental guidelines change.

All incidents will be recorded in line with the Department for Education requirements through:

- IRMS
- EMS
- Sentral
- Student files

Documentation ensures accurate monitoring and supports transparency with families.