

Policy ANTI BULLYING

Definition:

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. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

Rationale:

- The school will provide a safe and happy environment for all where bullying and anti-social behaviour is not accepted under any circumstances. In so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.

Aims:

- To reinforce within the school community what bullying is and the fact that it is unacceptable and will not be tolerated at this school.
- To ensure that everyone within the school community be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to all involved.
- To seek parental and peer-group support and co-operation at all times.
- To “bully-proof” students by teaching strategies to deal with situations.

Implementation:

- Parents, teachers, students and the community will be made aware of the school's position on bullying.
- The school will adopt the following approach to bullying.

A. Primary Prevention:

- Professional learning for staff relating to bullying, harassment and proven counter measures to be sourced.
- Foster community awareness and input relating to bullying, its characteristics and the school's programs and response.
- Provide programs for students that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving. E.g. Peer Mediation, Leadership Training, You Can Do It! Restorative Practises, It's My School Too.
- Staff to provide a uniform approach in conversations using Restorative Practices and 'It's My School Too'
- Provide a strong Student Action Team that gathers input from across the school in areas that include anti-social behaviour and bullying.
- Provide a Buddy Program between Year 5 and Preps that offers support from the first day of school and continues into the following year.
- Introduce a bullying survey and yard survey to be carried out and acted upon annually.
- Each classroom teacher to clarify at the start of each year the school policy on anti-bullying and reinforce classroom and school rules.
- The curriculum to include anti-bullying messages and strategies.
- That all parents and students read, and students sign, the Welfare, Behaviour and Uniform Declaration.
- The Principal to be available to discuss and reinforce this policy with parents, staff and students.

Policy **ANTI BULLYING**

B. Early Intervention:

- Classroom teachers and Principal on a regular basis to remind students and staff to report incidents of bullying.
- Parents to be encouraged to contact school if they become aware of a problem.
- A designated safe and quiet place for children to access at recess and lunch times to be provided.
- Public recognition and reward for positive behaviour and resolution of problems.
- Regional Support staff to provide programs as required.

C. Intervention:

- Once identified all parties will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Those identified by others as bullies will be informed of allegations.
- Counselling and support will be offered to all parties involved.
- If student bullying persists parents will be contacted and consequences implemented consistent with the guidelines in the Student Engagement Policy Booklet.

D. Post Violation: Procedures for dealing with bullying behaviour

- Consequences for students will be individually based and may involve:
 - Exclusion from class.
 - Exclusion from yard.
 - Withdrawal of privileges.
 - Ongoing counselling from appropriate agency for both person being bullied and the bully.
 - School suspension.
- Reinforcement of positive behaviours.
- Support Structures such as Student Support Groups (SSG).
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.

Evaluation:

This policy will be reviewed with whole staff, student, parent and community input as part of the school's three-year review cycle.

This policy was last ratified by School Council - Monday September 14, 2015