

Anti Bullying Policy

Definition

Bullying is the repeated, wilful, conscious, uninvited and often selected act to hurt, threaten or frighten someone else either psychologically, physically or verbally. Bullying may take any or more of the following forms:

- Verbal abuse or intimidation
- Physical abuse or intimidation
- Threats of violence
- Ostracising or exclusion
- Harassment: humiliation, teasing, embarrassment, stand over tactics, playing mean practical jokes, sexual.
- Damaging other people's property
- Cyberbullying

Rationale

The school will provide a positive culture where bullying is not accepted, and 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 promote a bully free school.
- To ensure a safe environment for all members of our school.
- To provide students with strategies and skills to respond to bullying in an appropriate manner.
- To reinforce within the school community what bullying is, its inherent consequences and the fact that it is unacceptable.
- Everyone within the school community to 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 in a consistent restorative manner and that support is given to both victims and perpetrators.
- Ensure immediate parental and peer-group support and co-operation.

Implementation

Parents, teachers, students and the community will be aware of the school's position on bullying. The school will adopt a three phase approach to bullying.

Phase One:

- Professional development for staff relating to bullying, harassment and the strategies that counteract them, every two years through outside agencies such as ACMA, Bully Busters, The Power of One, Dave Vinegrad etc .
- School community awareness and input relating to bullying, its characteristics and the school's programs and response through communication channels.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving i.e Restorative Practices, The Power of One, 'SEL Program (P-6) and "CASEA (P-Yr 5-6) programs, School Wide Positive Behaviours.

- A bullying survey and yard survey will be administered and acted upon at least once annually.
- Each classroom teacher to clarify the school policy on anti-bullying at the start of each term
- Student Representative Council, staff and students to promote a “Bully Free Zone”. Structured activities available to students at recess and lunch breaks.

Phase Two:

- Promote the reporting of bullying incidents involving themselves or others. (Folder in Staffroom)
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Encourage parents to contact school, through The Communication Process, if they become aware of a problem.
- To remind children that our designated quiet place for children to access at recess and lunch times is The Quiet Area.
- Public recognition and reward for positive behaviour and resolution of problems.
- The Leadership Team will monitor all reported bullying incidents.
- Issues identified through the Bullying Survey will be addressed.

Phase Three:

Anti-Bullying Process

(when the Bullying is identified as ongoing and/or serious)

1. The child is sent to the Principal.
2. When bullying is noted, the Principal initiates a Restorative Student Support Group meeting with all involved, child, parent, and teacher of both the victim and aggressor.
3. Dependant upon the outcome of the meeting A Behaviour Modification Plan may be implemented for the aggressor/s and may include reparation and/or community service. Reconciliation will need to be sought between victim and aggressor.

Consequences may involve any or all of the following:-

- exclusion from class and/or yard.
- withdrawal of privileges.
- ongoing counselling from appropriate agency for both victim and bully.
- school suspension.

The school will also conduct ongoing monitoring of identified bullies / victims. If the RSS group recommend it or think it necessary we will refer the student (either victim and /or bully) to outside Counselling Agencies. There will be continued feedback to ALL parents involved.