

# ANTI-BULLYING

## POLICY

### Definition:

- A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. 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 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 reinforce within the school community what bullying is, 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 and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

### Implementation:

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- The school will adopt a four-phase approach to bullying.

### Primary Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Community awareness and input relating to bullying (including cyber-bullying), its characteristics, its effects on victims and the school's programs and response.

- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving..
- TRIBES will be implemented across the school. The ' You Can Do It program will also be available for staff reference.
- Restorative Practices implemented across the school as the process to manage student behaviour.
- Each classroom teacher to clarify with students at the start of each year the school position on building a positive school community and the implementation of the TRIBES Agreements across the school.
- Students to be provided with individual and confidential computer and network log ins and passwords. . Firewalls to be installed to eliminate outside traffic into the school' s network and intranet.
- The curriculum to include anti-bullying messages and strategies
- Student Representative Council, peer support delegates, staff and students to promote the philosophy of the TRIBE Agreements - Mutual Respect, No Put Downs' , Appreciation, Personal Best and Attentive Listening.

#### **B. Early Intervention:**

- Promote children and staff utilising the Restorative Practices process to reporting incidents involving themselves or others.
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.

#### **Intervention:**

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed of allegations.
- Parents to be contacted.
- Both bullies and victims will be offered counselling and support.
- Removal of cyber-bullies from access to the school' s network and computers for a period of time.
- If student bullying persists parents will be contacted and consequences implemented consistent with the school' s Student Code of Conduct.

- If staff bullying persists the principal will commence formal disciplinary action.

**Post Violation:**

- Consequences for students will be individually based and may involve:-
  - exclusion from class.
  - exclusion from yard.
  - school suspension.
  - withdrawal of privileges.
  - ongoing counselling from appropriate agency for both victim and bully.
- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Consequences for staff will be individually based and may involve:-
  - counselling
  - a period of monitoring
  - a formal support group
  - disciplinary actions

**Evaluation:**

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

This policy was endorsed by School Council in August 2007