



# Bullying Prevention Policy

Endorsed by School Council: August 2016

## Definition:

A person is bullied when one or more 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.

“Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.”

There are some specific types of bullying behaviour:

- **Verbal or written abuse** - such as targeted name-calling or jokes, or displaying offensive posters
- **Violence** - including threats of violence
- **Sexual harassment** - unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation
- **Homophobia** and other hostile behaviour towards students relating to gender and sexuality
- **Discrimination including racial discrimination** - treating people differently because of their identity
- **Cyberbullying** - either online or via mobile phone.

## Rationale:

- The school will provide a safe learning environment for all where bullying and anti-social behaviour is not accepted under any circumstances, where the risk of harm is minimised and all persons feel physically and emotionally secure. 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.
- The school recognises the legal duty of care the Principal and teaching staff have towards students as detailed in the schools Duty of Care Policy.

## 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, in a consistent manner 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.

Date Effective	Version Number	Date Planned Review	Date Actual Review
August 2016	1.0	August 2019	

**A. Primary Prevention:**

- Professional learning for staff relating to bullying, harassment and proven counter measures to be undertaken annually.
- 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. Positive Start Program, Peer Mediation, Leadership Training, You Can Do It!
- Provide a strong Junior School Council that gathers input from across the school in areas that include anti-social behaviour and bullying.
- Provide a Buddy Program between Year 6 and Preps that offers support from the first day of school.
- Each classroom teacher, at the start of each year through the Positive Start Program, to educate students on the school Bullying Prevention policy and reinforce classroom and school values, behaviours and rules.
- The curriculum to include anti-bullying messages and strategies.
- The Principal/Assistant Principal to be available to discuss and reinforce this policy with parents, staff and students.
- The teaching staff will seek to identify patterns of bullying behaviour and respond effectively to these through intervention and risk reduction measures
- The teaching staff will seek to identify 'hot spots' for bullying in the school environment and find ways to address these hot spots (e.g. greater adult supervision, changing the physical environment so bullying is less likely to occur)

**B. Early Intervention:**

- Classroom teachers and Principal/Assistant Principal on a regular basis to remind students and staff to report incidents of bullying to yard duty teachers, classroom teachers and the Assistant Principal/Principal.
- Parents to be encouraged to contact school if they become aware of a bullying 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 proactive resolution of problems.
- Regional Support staff to provide programs as required.

**C. Intervention:**

- Once bullying is alleged or identified, the Principal/Acting Principal will meet with all parties; all incidents or allegations of bullying will be fully investigated and documented.
- Any incidents involving assaults, threats, intimidation or harassment will be reported as critical incidents to the Police and/or Department as per the schools critical incident reporting procedure and Departmental Critical Incident Instructions.
- Those identified by others as bullies will be informed of allegations.
- Counselling and support will be offered to all parties involved, including referral to external support services as indicated including Kids Helpline and psychological support services.
- The Principal will direct communication with parents providing regular updates, within the bounds of privacy legislation, about the management of incidents.
- Any grievances in relation to the schools bullying interventions will be managed as per the schools complaint policy and procedures

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**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 the 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.

**Approval Body:** School Council

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