



BULLYING AND HARASSMENT POLICY

Definition

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 3 broad categories of bullying: direct physical bullying, direct verbal bullying, and indirect bullying.

Cyber bullying (as defined above) that occurs either online or via a mobile phone or electronic device. It is verbal or written using the various mediums available.

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome which could reasonably be expected to cause offence, humiliation or intimidation to a person.

Rationale

- The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right to be treated with respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.
- The school will implement a Restorative Practices approach to the management of bullying.

Aims

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To encourage 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 bystander 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 through policy and the newsletter.
- The school will adopt a four-phase approach to bullying in line with best practice.

A Primary Prevention

- Professional development for staff relating to bullying, harassment and the strategies that counter-acts them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- The school will make available any additional information.
- The time out incident book will be reviewed regularly and if necessary, acted upon.
- 'You Can Do It Education' forms part of the program implemented across the school.
- Each classroom teacher to clarify at the start of each term the school policy on bullying.
- The School will promote the philosophy of 'No Put Downs'.
- Electives and structured activities regularly available to students during lunch breaks.
- Better Buddies program for prep and senior students is implemented.

B Early Intervention:

- Promote children reporting bullying incidents involving themselves or others. Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing. This may be through the use of strategies such as “Circle Time”.
- Staff to supervise “hidden” areas such as toilets.
- Parents and children are encouraged to contact the school if they become aware of a problem.
- A designated safe and quiet place, for example the courtyard, for children to access at recess and lunch times.
- Public recognition and reward for positive behaviour and resolution of problems.
- Staff will wear fluorescent vests during yard duty to be seen for those seeking help and to detour inappropriate behaviour.
- School Council will be informed of serious bullying incidents at the discretion of the Principal.

C Intervention

- Those identified will be counselled.
- Once a bullying issue has been identified; bully, victim/target and bystanders will be spoken with. All incidents or allegations of bullying will be fully investigated and documented.
- Both bully and victim offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the Post Violation- Point D.

D Post Violation

- Consequences may involve;
 - Discussion with relevant stakeholders.
 - Withdrawal of privileges.
 - Exclusion from class.
 - Exclusion from yard/Playground ladder.
 - School suspension and expulsion.
- Ongoing counselling from appropriate agency for both target and bully.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.

Evaluation

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