Bullying
POLICY

Rationale
The school will provide a positive culture where bullying is not accepted, and in doing so, everyone 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.

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.

Aims
- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To encourage all 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
- This policy should be read in conjunction with the school’s Student Engagement and Well-Being Policy.
- 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 the following four-phase approach to bullying:
  A. Primary Prevention
      - Professional development will be provided for all staff relating to bullying, harassment and proven counter measures.
      - The school community will be educated about the seriousness of bullying, its characteristics, its effects on victims and the school’s programs and response.
      - Each classroom teacher is to clarify with students at the start of each term, and as required throughout the year, the school policy on bullying.
      - The curriculum is to include programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving, as well as anti-bullying messages and strategies.
      - Sporting equipment will be available to students at recess and lunch breaks.
B. Early Intervention

- Promote students and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and the Principal are to remind students and staff on a regular basis to report incidents of bullying.
- Classroom teachers and the Principal are to regularly check the yard duty folders to monitor student behaviour outside to identify potential problems.
- Parents are encouraged to contact the school immediately if they become aware of a problem.
- Public recognition and reward should be given for positive student behaviour and appropriate resolution of problems.
- If the school becomes aware of any bullying incidents, they will contact the parents of the students involved.

C. Intervention

- All incidents or allegations of bullying will be fully investigated and documented by a staff member and forwarded onto the school leadership team.
- Students and staff identified by others as bullies will be informed of the allegations.
- The parents of any students involved in a bullying incident (whether the victim or the perpetrator) will be contacted.
- Both bullies and victims may be offered counselling and support.
- If student bullying persists, consequences consistent with the school’s Student Discipline Policy will be implemented.
- If staff bullying persists, the Principal will commence formal disciplinary action.

D. Post Violation

- Consequences for students will be individually based and may involve:
  * exclusion from class;
  * exclusion from the yard;
  * school suspension;
  * withdrawal of privileges; and/or
  * ongoing counselling from an appropriate professional as decided by the Principal for both the victim and bully.
- Reinforcement of positive behaviours, including rewards being given for students displaying positive behaviours.
- Ongoing monitoring of identified bullies.
- Consequences for staff will be individually based and may involve:
  * counselling;
  * a period of monitoring;
  * a formal support group; and/or
  * disciplinary action.
References

- Safe Schools are Effective Schools booklet
- http://www.kidsmatter.edu.au
- Circular 41/2002 - VicHealth Publicity for Partnership Campaign Together We Do Better: Department Participation
- www.bullyingnoway.com.au

Evaluation

This policy will be reviewed every three (3) years or as deemed necessary.