

ANTI BULLYING
Approved by School Council: 2014



1. PURPOSE

The purpose of the anti-bullying policy is to:

- 1.1 create an environment in which all members of the community feel safe and secure.
- 1.2 acknowledge that both school and home play an important role in developing values and attitudes.
- 1.3 ensure that the school community understands of what constitutes bullying including cyber bullying.
- 1.4 reinforce within the school community that all forms of bullying is unacceptable.

2. GUIDELINES

- 2.1 The term 'bullying' is when a person or group of people, upset or create a risk to another person's health and safety either psychologically or physically, or their property, reputation or social acceptance on more than one occasion.
- 2.2 Acts of bullying include:
 - 2.2.1 **Direct physical bullying** e.g. hitting, tripping, and pushing or damaging their property
 - 2.2.2 **Direct verbal bullying** e.g. name calling, insults, homophobic or racist remarks, verbal abuse
 - 2.2.3 **Indirect bullying** is harder to recognise and often carried out behind the bullied student's back. It is designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes: lying and spreading rumours; playing nasty jokes to embarrass and humiliate; mimicking; encouraging others to socially exclude someone; damaging someone's social reputation and social acceptance.
 - 2.2.4 **Cyber-bullying** involves the use of internet, email, text messages, chat rooms and social media to bully others
- 2.3 This policy is based on the following principles:
 - 2.3.1 Everyone in the school community has the right to feel safe and secure and to be able to learn or teach, grow, socialise and improve their self esteem in a happy, healthy environment
 - 2.3.2 All members of the school community will seek to stop all forms of bullying by indicating to bullies that certain behavior is unacceptable
 - 2.3.3 Individuals who bully or harass other people will be made to accept the appropriate consequences of that undesirable or unwanted behaviour.
 - 2.3.4 Parents, students and staff will work together to eliminate all forms of bullying within the school.

3. IMPLEMENTATION

- 3.1 The whole school community will be made aware of the school's position on all forms of bullying.
- 3.2 Teachers will be regularly reminded of their duty of care regarding bullying.
- 3.3 The school will adopt a four-phase approach to bullying.
- 3.4 Primary Prevention:
 - 3.4.1 PD relating to bullying including cyber bullying, harassment and counter measures.
 - 3.4.2 The school community educated about the seriousness of the impact of bullying,
 - 3.4.3 Community awareness and input relating to cyber bullying, its characteristics and the school's programs and response.
 - 3.4.4 Programs that promote resilience, life/social skills, assertiveness and conflict resolution
 - 3.4.5 Yard duty statistics analysed on a weekly basis and acted upon, as appropriate
 - 3.4.6 Each classroom teacher to clarify with students at the start of each year the school policy on bullying, including cyber-bullying.
 - 3.4.7 Students provided with confidential computer/network log ins and passwords with processes to track student activity on the school's computer equipment and network.
 - 3.4.8 A vigilant and accountable approach to monitoring computer use, especially the use of online communities
 - 3.4.9 A vigilant and accountable yard duty roster for teachers
 - 3.4.10 Mobile phones not to be brought to school unless with special permission
 - 3.4.11 Curriculum to include anti-bullying messages and strategies
 - 3.4.12 Student leaders, staff and students to promote the philosophy of 'No Put Downs'.
 - 3.4.13 Electives and structured activities available to students at recess and lunch breaks.
- 3.5 Early Intervention:
 - 3.5.1 Encourage children and staff to report bullying incidents involving themselves or others.
 - 3.5.2 Regular reminders to students and staff to report incidents of bullying.
 - 3.5.3 Students will be taught appropriate behaviours and assisted to recognise those which are not acceptable, and be encouraged to identify "bullies".
 - 3.5.4 Students will be made aware of various strategies when dealing with bullies either directly or indirectly.
 - 3.5.5 A Peer Mediation Program, featuring conflict resolution and mediation skills will be provided for students

- 3.5.6 Regular monitoring of student traffic on school's computer networks
- 3.5.7 Parents encouraged to contact the school if they become aware of a problem.
- 3.5.8 Public recognition and reward for positive behaviour and resolution of problems.
- 3.6 Intervention:
 - 3.6.1 Each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
 - 3.6.2 Parents to be contacted.
 - 3.6.3 Students and staff identified by others as bullies will be informed of allegations.
 - 3.6.4 Both bullies and victims will be offered counselling and support.
 - 3.6.8 Removal of cyber-bullies from access to the school's network and computers
 - 3.6.9 If bullying persists parents will be contacted and consequences implemented consistent with the school's Behaviour Management and Internet Protocol
- 3.7 Post Violation:
 - 3.7.1 Consequences will be individually based and may include exclusion from class or the yard, school suspension, withdrawal of privileges, ongoing counselling
 - 3.7.2 Reinforcement of positive behaviours.
 - 3.7.3 Support Structures and rewards for positive behaviour
 - 3.7.4 Ongoing monitoring of identified bullies.

4. EVALUATION

This policy will be reviewed with whole staff, student, parent and community input as part of the school's cyclic review process