



Anti-Bullying Policy

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.
- The protection of confidential information relating to others is a serious moral, professional, ethical and legal responsibility that our school recognises and upholds.

Aims:

1. To reinforce within the school community what bullying is, and the fact that it is unacceptable.
2. 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.
3. To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
4. To seek parental and peer-group support and co-operation at all times.

Implementation:

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

A. Primary Prevention:

1. Professional development for staff relating to bullying, harassment and proven counter measures e.g. 'Friends for Life' program.
2. Community awareness relating to bullying (including cyber-bullying), its characteristics, its effects on victims and the school's programs and response.
3. To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
4. The Student Attitudes to School Survey will be administered and acted upon annually.
5. Each classroom teacher to use the CASPSE program to clarify with students at the start of each year the school policy on bullying, including cyber-bullying.
6. All students in Grades 3 to 6 to be provided with individual and confidential computer and network logins and passwords. Processes to be put in place to ensure tracking of student activity on the school's computer equipment and network. Firewalls to be installed to eliminate traffic into and out of the school's network and intranet in regards to inappropriate sites.
7. The curriculum to include anti-bullying messages and strategies, e.g.: 'The Friendly Schools' and 'No Blame Approach to Bullying' programs.
8. Student leaders, staff and students to promote the philosophy of 'No Put Downs'.
9. Electives and structured activities available to students at lunch breaks.

B. Identifying/Reporting:

1. Promote children and staff reporting bullying incidents involving themselves or others
2. The Principal or Assistant Principal will be notified of all complaints of bullying and will be kept informed of progress in dealing with these
3. Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying
4. Regular monitoring of student traffic on school's computer networks to identify potential problems
5. Parents encouraged to contact school if they become aware of a problem
6. A designated safe and quiet place for children to access at recess and lunch times
7. Public recognition and reward for positive behaviour and resolution of problems
8. Parents of both parties to be contacted



Anti-Bullying Policy

C. Intervention:

1. Once identified, each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
2. Restorative Practices will be used where practicable
3. Students, staff and parents identified by others for their bullying behaviour will be informed of allegations
4. Parents to be contacted
5. Both affected persons will be offered counselling and support
6. Removal of cyber-bullies from access to the school's network and computers for a period of time. Loss of privilege to bring a mobile phone to school for students who bully via SMS or similar telephone functions
7. If student bullying persists, parents will be contacted again and consequences implemented consistent with this policy.
8. If parent bullying persists the principal will intervene
9. If staff bullying persists the principal will commence formal disciplinary action

D. Post Violation:

1. Consequences for students will be individually based and may involve:-
 - Disciplinary action:
 - exclusion from class
 - exclusion from yard
 - withdrawal of privileges
 - school suspension
 - Supportive action:
 - ongoing counselling from appropriate agency for both affected persons.
2. Reinforcement of positive behaviours
3. Classroom Meetings (Circle Time)
4. Support Structures via RAMP
5. Ongoing monitoring of identified bullies via RAMP (Risk Assessment Management Program)
6. 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 school's three-year review cycle.

Definition:

Bullying is persistent and repeated physical or psychological actions by a group or an individual, between any members of our school community, which are intended to hurt another person. It can be planned and organized.

It can include, and is not limited to:

- teasing, name calling, put-downs or belittling of others' abilities/achievements
- writing offensive notes or graffiti
- demands for money or possessions
- damaging, removing or hiding belongings
- deliberate exclusion
- physical violence e.g. hitting, pushing
- gestures
- coercive behaviour
- cyber bullying