

ANTI-BULLYING POLICY

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.

RATIONALE:

The school will provide a positive culture where bullying is not accepted, and in doing so, all will have the right of respect from others, the right to learn and teach, and the right to feel safe and secure in their school environment.

AIMS:

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community to be alerted to signs and evidence of bullying and have a responsibility to report it to staff whether as an observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately in a timely manner, 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.
- The school will adopt a four-phase approach to bullying

A. PRIMARY INTERVENTION

Professional development for staff relating to bullying, harassment and proven counter measures. Community awareness and input relating to bullying, its characteristics and the school's programs and response.

To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.

A student well being survey will be administered and acted upon twice annually.

Each classroom teacher to clarify at the start of each year the school policy on bullying.

Ensure that electives and structured activities are available to students at recess and lunch breaks.

B. EARLY INTERVENTION

Promote children and staff to report bullying incidents involving themselves or others.

Classroom teachers and principal on a regular basis to remind students and staff to report incidents of bullying.

Parents are encouraged to contact the school if they become aware of a problem.

The library is used as a designated safe and quiet place for students to access at lunch times.

Public recognition and reward for positive behaviour and resolution of problems.

C. INTERVENTION

Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.

Students and staff identified by others as bullies will be informed of allegations.

Both bullies and victims will be offered counselling and support.

If student bullying persists parents will be contacted and consequences implemented that are consistent with the schools behaviour management policies.

D. POST VIOLATION

Consequences for students will be individually based but follow the outlined processes:

Step 1. Reminder and apology.

Step 2. Time out in office area during play time to work through behaviour sheets that reflect inappropriate behaviour. Parents will be notified with a standard note. The incident recorded in the day book.

Step 3. Time out in office during play time to work through behaviour sheets. Student to write a letter to parents outlining their bullying behaviour. This letter will be attached to the behaviour sheets and sent home. This process will take place over a two day period followed by the re-entry process before students are reintroduced to restricted play. Restricted play will consist of students working through a card system with yard duty teachers acknowledging the students ability to play using acceptable behaviour codes. These cards will be signed off by each supervising yard duty teacher for the rest of the week. All of step 3 will be documented in the day book.

Step 4. Parents will be notified and a 'Take Home' will result followed by the re-entry process.

- Two take homes within a term would result in an internal suspension.
- Other consequences that may be considered involve;
 - Withdrawal of privileges– non involvement in excursions, special activities etc.
 - Ongoing counselling from appropriate agency for both victim and bully – Challenging Behaviours
 - Ongoing monitoring of identified bullies
- Reinforcement of positive behaviours
- Classroom meetings
- Support structures
- Rewards for positive behaviours

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Policy Notes / References