

Anti-Bullying Policy

Rationale:

- All community members should feel safe at school in a positive culture where bullying is not accepted.

Description:

- A person is being bullied when they are intentionally exposed to regular, sustained negative or harmful actions by others.
- Bullies are people who deliberately set out to repeatedly intimidate, exclude, threaten and/or hurt others.
- Bullying is a clear form of harassment.
- Bullying can take many forms:
 - Physical
 - Verbal
 - Sexual
 - Exclusion
 - Cyber relationships

Aims:

- To reinforce within the school community a definition of bullying and that it is unacceptable.
- Encourage the school community to recognise the signs and evidence of bullying.
- Encourage the reporting of bullying to teachers and the school leadership.
- Ensure that all reported incidents of bullying are investigated and that support is given to the victim and the perpetrator in line with the school's Restorative Practices.
- To seek parental and peer-group support and co-operation

Implementation:

- Provide a safe environment for all students through:
 - Primary Prevention
 - Early Intervention
 - Intervention
 - Post Incident
- **Primary Intervention**
 - Professional development for staff bullying and anti-bullying strategies
 - Community awareness and input relating to bullying in its various forms, its characteristics and the school's Restorative Practices
 - Provide the school's Values Program which encourages:
 - Organisation
 - Resilience
 - Confidence
 - Getting Along
 - Persistence
 - At the start of each year teachers will establish class rules and behavioural expectations.

Anti-Bullying Policy

- Staff and students will promote the concepts of inclusion and 'No Put Downs.'
- **Early Intervention**
 - Encourage children to report bullying incidents involving themselves or others.
 - Encourage children to avoid being bystander at bullying situations.
 - Teachers should encourage the notion that reporting bullying is not 'dobbing.'
 - Parents should discuss concerns about bullying with the student's class teacher.
 - Safe and quiet areas are available to students for passive recreation.
 - Recognise and reward positive behaviours and resolution of problems.
- **Intervention**
 - Utilise the Restorative Practices (See Restorative Practices Overview) processes to involve the victim of bullying, perpetrator, witnesses and/or peers
 - Apply the processes outlined in the Student Code of Conduct.
- **Post Violation**
 - Consequences for the perpetrator of bullying will be consistent with the Student Code of Conduct and may include:
 - Exclusion from the class
 - Exclusion from the playground
 - Withdrawal of privileges
 - In-school suspension
 - School suspension
 - Counselling support for the victim of bullying
 - Monitoring of the ongoing behaviour of bullies

Renewal and Approval:

This policy will be reviewed as part of the school's four-year review cycle