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.

Ratified by School Council

May 2013
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- 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.