

BULLYING PREVENTION

Definition of Bullying:

A person is bullied when they are intentionally exposed regularly and over time, to negative or harmful actions by one or more other people. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment. Cyber bullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others. People who use the internet, email, intranets, phones or similar technologies to bully others are cyber bullies and are breaking the law.

1. Rationale:

- 1.1 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.
- 1.2 Bullying in any form is unacceptable. Bullying that is carried out through an internet service, such as email, social media sites, or through mobile phone technologies is cyber bullying. Cyber bullying will not be tolerated at any level, and consequences exist for students who choose to bully others.

2. Aims:

- 2.1 To reinforce within the school community what bullying is, including cyber bullying, and the fact that it is unacceptable.
- 2.2 For 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 target.
- 2.3 To ensure that all reported incidents of cyber bullying are investigated appropriately and that support is given to both targets and perpetrators.
- 2.4 To seek parental and peer-group support and co-operation at all times.

3. Implementation:

- 3.1 Parents, teachers, students and the community will be aware of the school's position on bullying.
- 3.2 The school will adopt a four-phase approach to bullying:

Primary Prevention:

- Professional development for staff relating to bullying, including cyber-bullying and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.

- Provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- A bullying survey will be administered and acted upon twice annually.
- The welfare team will collect data on all possible bullying incidents in the classroom, playground or on line. They will identify students at risk.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Junior School Council, staff and students to promote the philosophy of 'No Put Downs'.
- Electives and structured activities available to students at recess and lunch breaks.
- The use of mobile phones by students will be limited with consequences to be implemented for any students who use mobile phones inappropriately. All phones are to be left at the office upon arrival and collected at the conclusion of the school day.
- An annual parent internet safety information session to include anti-cyber bullying messages and strategies.
- The school will implement the Alannah and Madeline Foundation eSmart Framework.

Early Intervention:

- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers to remind students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact the school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.

Intervention:

- Those identified through the Bullying Survey or data collection will be counselled.
- Once identified, bully, target and witnesses spoken with, and all incidents or allegations of bullying, will be fully investigated and documented.
- Both bully and target offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented.
- Removal of cyber-bullies from access to the school's network and computers for a period of time.

Post Violation:

- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Consequences may involve: -
 - exclusion from class.
 - exclusion from yard.
 - in-school suspension.
 - withdrawal of privileges.
 - ongoing counselling from appropriate agency for both target and bully.

4. Evaluation:

4.1 This policy will be reviewed as part of the school's three-year review cycle. Ratified by School Council on 28th July 2014.