

# BULLYING

## POLICY

### **Definition:**

A person is bullied when they are intentionally exposed to negative or harmful actions by one or more other people regularly. The actions may be physical, verbal or written including cyber bullying. Bullies are people who 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.
- Everyone will have the right to respect from others, the right to learn or to teach, and the right to feel safe and secure in their school environment.

### **Aims:**

- To reinforce within the school community that bullying is unacceptable.
- To ensure everyone within the school community is alert to signs and evidence of bullying and has a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately 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 made aware of the school's position on bullying.
- The school will adopt a four-phase approach to bullying.

#### **A. Primary Prevention:**

- Professional Development for staff related to bullying, harassment and the strategies that counter-act them will be provided.
- Community awareness will be raised in relation to bullying, its characteristics and the school's programs.
- Programs will be provided that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving. For example, Rock and Water, MPower, Restorative Practise and Circle Time.
- Information will be gathered from students and staff regarding bullying and social interaction.
- Each classroom teacher will clarify at the start of each year the school policy on bullying.
- Student Council, staff and students will promote the school's Code of Conduct.

#### **B. Early Intervention:**

- Promote the need and responsibility of children to report bullying incidents involving themselves or others.
- Classroom teachers will regularly remind students to report incidents, and that reporting is not "dobbing".
- Parents will be encouraged to contact the school if they become aware of a problem.

**C. Intervention:**

- Once identified, bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Small group conferencing will be used when appropriate.
- Both bully and victim will be offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented that are consistent with the school's Student Code of Conduct.

**D. Post Violation:**

- Consequences may involve:-
  - exclusion from class.
  - exclusion from yard.
  - withdrawal of privileges (in the case of cyber bullying – withdrawal of computer access)
  - school suspension.
  - ongoing counselling from appropriate agency for both victim and bully.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.

**Evaluation:**

This policy will be reviewed as part of the school's three-year review cycle or as the need arises.

This policy was last ratified by School Council in....

**July 2016**