



Policy on Bullying at School

Definition

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.

Rationale

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.

Aims

- To reinforce within the school community what bullying is, and the fact that it is unacceptable
- Everyone within the school community will be alert to signs and evidence of bullying and to have 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 aware of the school's position on bullying. The school will adopt a four-phase approach to bullying.

Phase One – Primary Prevention

- Continuing professional development for staff relating to bullying, harassment and the strategies that counter-act them as necessary
- Continuing 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 bullying survey and yard survey will be administered and acted upon annually
- Each classroom teacher to clarify at the start of each year the school policy on bullying
- Student Representative Council, peer support delegates, staff and students to promote the philosophy of 'No Put Downs'
- Electives and structured activities available to students at recess and lunch breaks

- Library – a designated safe and quiet place for children to access at recess and lunch times
- Public recognition and reward for positive behaviour and resolution of problems

Phase Two – Early Intervention

- Promote children reporting bullying incidents involving themselves or others
- Classroom teachers regularly reminding students to report incidents, and that it is not dobbing
- Parents are encouraged to contact school as soon as they become aware of a problem
- Library – a designated safe and quiet place for children to access at recess and lunch times
- Public recognition and reward for positive behaviour and resolution of problems

Phase Three – Intervention

- Those identified through any Bullying Survey will be counselled
- Once identified; the bully, victim and witnesses are spoken with, and all incidents or allegations of bullying are fully investigated and documented.
- Both the bully and victim are offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Behaviour Management Policy.
- Behaviour Reflection sheet filled out by the bully in Principal's office and form sent home.

Phase Four – Post Violation

Consequences may involve:

- Exclusion from class.
- Exclusion from yard.
- School suspension.
- Withdrawal of privileges.
- 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 with student, parent and community input as part of the school's three-year review cycle.

