



Anti-Bullying Policy

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.

Statement

The school will provide a safe, inclusive & positive culture free from bullying, harassment & violence. Everyone 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 & 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

STAFF

- Continuing professional development for staff relating to bullying, harassment and the strategies that counter-act them as necessary
- Zones of regulation principles are implemented
- Continuing 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
- Each classroom teacher to clarify at the start of each year the school policy on bullying
- SRC – student voice to be co-ordinated & supported

- Public recognition and reward for positive behaviour and resolution of problems
- Be a good listener and model good behaviour and strategies when working with students and parents
- Encourage students to report bullying
- Teachers record incidents on EDSAS

PARENTS

- Promote Positive Education at home to support school expectations

Phase Two – Early Intervention

STAFF

- Classroom teachers regularly reminding students to report incidents, and that it is not dobbing
- Public recognition at school assemblies

PARENTS

- Listen carefully to your child and gather as much information as possible about the bullying.
- Parents are encouraged to contact school as soon as they become aware of a problem

Phase Three – School Action

- 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.
- In the event of serious repeated bullying occurring, parents of both the bully and their target will be contacted.
- Behaviour Reflection sheet filled out by the bully in Principal's office and form sent home.
- Further consequences will be administered depending on the severity and frequency of the bullying.

Phase Four – Post Violation

Consequences may involve:

- Apology
- Documentation for file/EDSAS
- Restorative conferences
- Parent meetings
- Mediation/Counselling
- Time-out
- Internal/external suspension
- Referral to behavioural support services or other relevant agencies.
- SAPOL intervention

Evaluation

This policy will be reviewed with student, parent and community input as part of the school's review cycle.