

BULLYING PREVENTION POLICY

Definition:

Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear in person or online. (See Appendix One)

<http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/what.aspx>

Rationale:

Students, staff and the school community have the right to feel safe and secure in a respectful environment. Alphington Primary School is committed to providing a positive culture where bullying is unacceptable. The school promotes positive social behaviours and implements this policy and related policies in response to bullying behaviours.

Aims:

- To provide a supportive environment, encouraging the school community to respect others
- Minimise bullying behaviour
- Create awareness of what bullying is and understand what bullying is not
- Reinforce that bullying is an unacceptable behaviour
- Develop clear procedures for reporting bullying
- Ensure incidents of bullying are followed up appropriately
- To provide support to persons involved in, affected by or witness to bullying behaviours.
- Seek parental support and co-operation when incidents occur.

Implementation:

This policy includes a three stage approach to addressing bullying behaviours:

A. Prevention:

Professional Development for staff relating to bullying is provided.

Student programs that promote and develop wellbeing, resilience, and social and emotional skills are provided.

Each classroom teacher is to clarify the Bullying Prevention Policy with students at the start of each year and as required.

All classrooms to display agreed class agreements which promote the right for every person to feel safe and secure in a respectful environment.

A 'No Put Downs' philosophy is promoted throughout the school.

Elective and structured programs are available to students at lunch time.

Surveys that include reference to bullying behaviours are completed by students, parents and staff and form part of the annual reporting process.

Public recognition and reward for positive behaviour and resolution of problems at school.

Students are encouraged to report bullying incidents to classroom teachers promptly.

B. Intervention:

Principal and school wellbeing coordinator are notified of bullying incidents.

Incidents or allegations are fully investigated and documented.

Persons involved in, affected by or witness to bullying behaviour are offered counselling and support.

Children have access to safe and supervised areas as needed.

Parents are contacted and restorative practices implemented consistent with the school's policies and processes.

C. Post Incident (including Restoration and/or Sanctions)

A conciliation meeting with all parties is held.

Persons involved in, affected by or witness to bullying behaviours receive ongoing monitoring and pastoral "check ins."

Ongoing communication with parents is maintained.

Management strategies are developed and monitored in follow up support group meetings.

Identification of an agreed key contact staff member for each student involved.

Agreed support agencies are engaged as required.

Reinforcement of positive behaviours and appropriate behaviour strategies and may include the development of a Behaviour Management Plan.

Consequences and support structures for students are implemented in a timely manner. They may involve:

withdrawal of privileges

exclusion from the playground

exclusion from class

school suspension

school expulsion

Ongoing review of documentation will be reviewed by the Principal and school wellbeing coordinator

School Council is informed of all serious bullying incidents

The school uses the following written records and procedures in the implementation of this policy:

Cases 21 Incident report form

Cases21 Accident/Injury Notification form

Documentation from meetings

School surveys

Evaluation:

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

June 2015

Appendix One

Types of bullying

- Verbal or written abuse - such as targeted name-calling or jokes, or displaying offensive posters.
- Violence - including threats of violence.
- Sexual harassment - unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation.
- Homophobia - and other hostile behaviour towards students relating to gender and sexuality.
- Discrimination including racial discrimination - treating people differently because of their identity.
- Cyberbullying - either online or via mobile phone.

What is not bullying?

- Mutual conflict which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- Single-episode acts of nastiness or physical aggression, or aggression directed towards many different people.
- Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude, or create dislike by others.

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