

# BULLYING

## POLICY

### **Definition:**

A person is bullied when they are exposed regularly and over time to negative words or actions on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others repeatedly. They can operate alone or as a group.

### **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 the school environment.

### **Aims:**

- To reinforce within the school community that no form of bullying is acceptable.
- 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 victim.
- To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.
- To seek parental and peer-group support and co-operation at all times.
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### **Implementation:**

- Parents, teachers and community will be made aware of the school's position on bullying.
- The school will continue with existing structures and introduce others as seen to be appropriate.
- Through staff meetings, professional development and regular updates in newsletter and Welfare Committee.

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

- To provide programs that promote resilience, life skills and protective factors
  - Bullying survey and yard survey at least twice annually - if possible one person to administer and explain bullying: Ref: 'Bullying' video by Sue Benne.
  - Social Skills programs to develop resilience, conflict resolution, assertiveness and problem solving
  - Social Skills program specifically for boys
- Each Unit teacher to clarify at the start of each year the school policy on bullying.
- Each Unit teacher to clarify at the start of each school year the units rules and consequences for behaviour
- Staff and students to promote the philosophy of 'No Put Downs'.

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

- Promoting children reporting bullying incidents upon themselves or witnessed.
- Bullying survey from "Friendly Classrooms" in first and third terms.
- Unit teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact school if they become aware of a problem.
- Safe place for a child to access such as staffroom/ LOTE which all children will be told about in class.

#### **C. Intervention:**

- Those identified through Bullying Survey will be counselled.
- Once identified; bully, victim and witnesses talked with, and all incidents fully investigated and documented.
- Both bully and victim offered counselling and support.
- If bullying is ongoing, parents contacted and consequences implemented consistent with school Student Code of Conduct
- Ongoing monitoring of identified bullies.

#### **D. Post Violation:**

- Consequences may involve
  - exclusion from class
  - exclusion from yard.
  - time period will be linked to child's age
  - school suspension
  - withdrawal of privileges
  - on going counselling from appropriate agency for both victim and bully.
- The School's Welfare document is to be available from the office.

### **Evaluation:**

This policy will be reviewed as part of the school's review cycle.

This policy was last ratified by School Council October 2001.

**Reference:** [www.eduweb.vic.gov.au/bullying/index.htm](http://www.eduweb.vic.gov.au/bullying/index.htm)