

# BULLYING

## POLICY

### **Definition:**

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying is a clear form of harassment.

Behaviours that **do not** constitute bullying include:

- mutual arguments and disagreements (where there is no power imbalance)
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence

These incidents will be addressed and resolved through the school's behaviour management policies.

### **Rationale:**

- To develop a culture where all students are treated with respect, feel safe and secure and are able to learn.

### **Aims:**

- For the school community to work together and promote a no tolerance approach to bullying behaviour.
- To provide a common understanding of bullying and its management across the school community.
- 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.

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

- Ongoing professional development provided for staff relating to bullying, and harassment
- Maintain community awareness relating to bullying and the school's policies and procedures.
- Classroom teacher, at the beginning of each school year to clarify the school's behaviour expectations of being respectful, responsible, safe and a learner.
- Classroom programs to include activities that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- The classroom program to include anti-bullying messages and strategies eg: 'Bounce Back', 'Friendly Schools Plus' and 'Shared Concern Approach to Bullying'.

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

- Classroom teachers to support students who report alleged incidents of bullying and to discuss these with the students and inform their line manger.
- Parents should contact their child's teacher if their child is experiencing a problem with bullying.
- All staff to continually encourage and recognise positive social behaviour.

**C. Intervention:**

- All incidents or allegations of bullying to be fully investigated and documented. (Orange Form)
- Parents will be notified of any allegations or incidents of bullying involving their child.
- Intervention will take place prior to escalation, both offender and victims will be provided with support and counselling
- If student bullying persists parents will be contacted and consequences implemented consistent with the school's behaviour management policies.

**D. Post Violation:**

- Ongoing support for victim and monitoring of offender's behaviour.
- Implementation of Individual Behaviour or Management Plan (as required)
- Reinforcement of positive behaviours.
- Classroom meetings as required.

**Evaluation:**

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

