

The header features a photograph of a school building with a red roof and white walls, set against a clear sky. Overlaid on the image are two curved, overlapping lines: a green one on top and a yellow one on the bottom. The text 'Kennington Primary School' is in a dark, sans-serif font, while 'Anti Bullying Policy' is in a larger, white, bold, sans-serif font with a black outline. Below the main title, the years '2017-2019' are written in a smaller, black, sans-serif font.

Kennington Primary School Anti Bullying Policy

2017-2019

Definition:

Bullying is when someone, or a group of people, deliberately and repeatedly upset or hurt another person or damage their property, reputation or social acceptance. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

The categories of bullying are:

- Direct physical bullying - hitting, kicking, tripping, pinching and pushing or damaging property
- Direct verbal bullying - name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse
- Indirect bullying is designed to harm someone's social reputation and/or cause humiliation. Indirect bullying - lying and spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude someone or damaging someone's social reputation and social acceptance
- Cyber bullying – direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via mobile phone, electronic mediums, setting up a defamatory website or deliberately excluding someone from social networking spaces.

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 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 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 1

- Professional development for staff relating to bullying, harassment and proven counter measures, including cybersafety.
- 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 e.g. Bounce Back Program implemented across the school.

- Each classroom teacher to clarify at the start of each year the school values and policy on bullying.
- The curriculum to include anti-bullying messages and strategies e.g.: 'Restorative Practice'
- Implementation of the school's cybersafety scope and sequence.
- Structured activities be available to students at recess and lunch breaks.
- Jump Start Program.
- Students and parents to sign a Responsible Use Agreement at the beginning of each year.

Phase 2

- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and Principal/Assistant Principal on a regular basis reminding students and staff to report incidents of bullying.
- Parents encouraged to contact the school if they become aware of a problem.
- Designated safe and quiet places for children to access at lunch times e.g. library.
- Public recognition and reward for positive behaviour and resolution of problems.

Phase 3

- Once identified each bully, victim and witness will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed of allegations.
- Both bullies and victims will be offered counselling and support.
- If student bullying persists parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.
- If staff bullying persists the Principal will commence formal disciplinary action.

Phase 4

- Consequences for students will be individually based and may involve:-
 - exclusion from class
 - exclusion from yard
 - school suspension
 - withdrawal of privileges
 - ongoing counselling from appropriate agency
 - renegotiation of access to digital technologies at school.
- Reinforcement of positive behaviours
- Classroom Meetings
- Support Structures
- Ongoing monitoring of identified bullies
- Rewards for positive behaviour
- Consequences for staff will be individually based and may involve:-
 - counselling
 - a period of monitoring
 - a formal support group
 - disciplinary actions

Evaluation:

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

This policy was ratified by School Council in September 2017.
To be reviewed: 2019