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**ANTI-BULLYING POLICY 2020-2022**

# DEFINITION

A person is bullied when other people expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

RATIONALEThe 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.
* Community awareness and input relating to bullying, its characteristics and the school’s programs and response.
* To implement programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving 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.

# Phase 2

* Promote children and staff reporting bullying incidents involving themselves or others.
* Classroom teachers and 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

- withdrawal of privileges

- ongoing counselling from appropriate agency

- renegotiation of access to digital technologies at school

- school suspension.

* 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

**REVIEW CYCLE**

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

This policy was ratified by School Council in February 2020 and will be reviewed in 2022.