ANTI-BULLYING POLICY 2022-2024

(Updated June 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.

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.
- A student's ability to express their culture and enjoy their cultural rights is encouraged and actively supported.
- Staff, students, volunteers, and the school community are equipped to acknowledge and appreciate the strengths of Aboriginal culture and its importance to the wellbeing and safety of Aboriginal students.
- Measures are in place to ensure racism is identified, confronted and not tolerated, and any instances of racism are addressed with appropriate consequences.
- Active support for the participation and inclusion of Aboriginal children and students and their families.
- Support staff and volunteers to understand the diverse circumstance of children and students, and provide support and respond to vulnerable children and students
- Make sure children, students, staff, volunteers, and the school community have access to information, support and complaints processes that are culturally safe, accessible and easy to understand
- Pay particular attention to the needs of students with disability, students from culturally and linguistically diverse backgrounds, students who are unable to live at home,

international students, and lesbian, gay, bisexual, trans and gender diverse, intersex and queer (LGBTIQ+) students

- Families have the opportunity to participate in decisions related to child safety and wellbeing which affect their child, e.g., through School Council, committee membership, surveys etc
- The school engages and openly communicates with families and the school community about its child safe approach and relevant information is accessible
- Families and the school community have the opportunity to participate in the development and review of child safety and wellbeing policies and practices e.g. through School Council, committee membership, surveys etc
- Families, carers, and the community are informed about the operations and governance of the school related to child safety and wellbeing
- 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 was ratified by School Council in June 2022 and will be reviewed in June 2024.