

BULLYING POLICY

1. RATIONALE:

A person is bullied when they are exposed regularly and over time to negative 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.

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.

2. AIMS:

- 2.1 To reinforce within the school community that no form of bullying is acceptable.
- 2.2 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.
- 2.3 To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator,
- 2.4 To seek parental and peer-group support and co-operation at all times.

3. IMPLEMENTATION:

Primary Prevention:

- 3.1 Provide programs, which promote conflict resolution strategies, assertiveness and protective factors for students and staff.
- 3.2 Classroom teachers will regularly clarify the school's policy on bullying and through discussions have students define incidents, solutions and ways to seek help
- 3.3 On a regular basis, classroom teachers in classes and assemblies will remind pupils to report incidents and remind pupils that reporting is not dobbing.
- 3.4 Staff and students will promote the philosophy of 'No Put Downs'

Intervention:

- 3.5 Those identified as victims or perpetrators will be counselled as required
- 3.6 Parents will be encouraged to contact school if they become aware of a problem
- 3.7 Bullies, victims and witnesses will be counselled, and incidents investigated and documented
- 3.8 If bullying is ongoing, the perpetrator's parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct and Discipline Procedures document.
- 3.9 Ongoing monitoring of identified bullies.

Post Violation:

3.10 Consequences for those engaged in bullying behaviour may involve: withdrawal of privileges, exclusion from classroom and / or playground, suspension, counselling and support (with or without parents) for both victims and bullies.

4. EVALUATION:

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