



# BULLYING

## POLICY

### Definitions:

A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more other people. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment. Anyone, student, staff and parents, can be the victims or the perpetrators of bullying. Bullying can take place in different situations, e.g. face to face, through a third person or online.

### Types of Bullying

There are 4 broad types of bullying:

1. **Direct physical bullying:** includes hitting, kicking, tripping, pinching and pushing or damaging property
2. **Direct verbal bullying:** includes name calling, insults, teasing, intimidation, blackmail, threatening, homophobic or racist remarks or verbal abuse.
3. **Indirect bullying:** often harder to recognize and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes: lying and spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude someone, damaging someone's social reputation or social acceptance
4. **Cyber bullying:** is direct or indirect bullying behaviours using digital technologies. This includes harassment via technology such as mobile phones, ipads or personal or school computers, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

**DEECD 2009**

### Cyber safety

Cyber safety refers to the protection of children when they are online. Cyber safety addresses online dangers to children, such as; exposure to illegal or inappropriate material, stranger danger, identity theft, invasion of privacy, harassment or cyber bullying.

**ACMA, 2013**

### 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.

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

- Professional development for staff relating to cyber safety, bullying, harassment and the strategies that counter-acts them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- To provide curriculum programs that promote resilience, life and social skills, assertiveness, cyber safety, conflict resolution and problem solving.
- A bullying survey and yard survey will be administered and acted upon twice annually.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Student Representative Council, staff and students to promote the philosophy of 'No Put Downs'.
- Sporting equipment available to students at recess and lunch breaks.

**B. Early Intervention:**

- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact school if they become aware of a problem.
- Passive Area – a designated safe and quiet place for children to access at recess and lunch times.
- Public recognition and reward for positive behaviour and resolution of problems.

**C. Intervention:**

- Once identified; bully, victim and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Both bully and victim offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Assertive Discipline Policy.

**D. Post Violation:**

- Consequences may involve:-
  - Exclusion from class.
  - Exclusion from yard.
  - School suspension.
  - Withdrawal of privileges (including internet).
  - Ongoing counselling from appropriate agency for both victim and bully.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.

**Evaluation:**

This policy will be reviewed with student, parent and community input sought as part of the school's School Development Plan.

**Resources:**

Building respectful and safe schools: a resource for school communities, DEECD, 2010

Alannah and Madeline Foundation