

## **BULLYING POLICY**

Bullying will not be tolerated at this school. It is everyone's responsibility to prevent it happening.

Bullying is a type of harassment that is a current global issue. It is defined as the treatment of any person that is harmful, intimidating, humiliating or embarrassing, and which is aimed at making the complainant feel miserable, demoralised and lacking in self-confidence. It is the deliberate desire to hurt, threaten or frighten someone with words or actions by one or more people and can vary in the degree of severity.

Violence, harassment and bullying affect everyone, not just the bullies and victims. They affect other children who may witness violence and aggression and the distress of the victim. These behaviours damage the atmosphere of a class and the climate of the school. It is everyone's responsibility to prevent these behaviours happening in order to develop a school wide ethos of cooperation.

This school currently has a number of programs established to promote a caring and supportive environment such as the Buddy Program. In the event that bullying occurs the school will react firmly and promptly.

There is a range of strategies available to deal with bullying. Some of these include:

- Discussions with parents and students.
- Meeting / discussions with bullies and victims (e.g. No Blame Approach) together or separately as appropriate.
- Referral to Student Services or the Associate Principal for further action / counselling.
- Suspension / Exclusion from school.
- Making an appointment or referral to school Psychologist (e.g. Anger Management).

### **THE SCHOOL:**

- Acknowledge that bullying occurs in our society.
- Supports students who are being bullied and who are bullying by:
- Contacting parents
- Enforcement of School Rules and acceptable standards of behaviour
- Implementing problem solving and conflict resolution processes
- Modelling appropriate behaviours
- Providing appropriate curriculum for all.
- Supervising students
- Providing safe areas
- Placing students in appropriate classes
- Not tolerating vicious bullying (e.g. watching others being bullied).
- Uses Student Support Services where necessary in order to develop in the student, resiliency and a sense of self worth and well being.
- Involves the police and other agencies as necessary.
- Openly deals with issues through classroom activities, drama, discussion, publicity against bullying, producing posters and pamphlets etc.
- Regularly monitors through surveys and data collection.
- Provides a brochure summarising to the Bullying Policy for the school community.

### **PARENT / CAREGIVERS:**

Children who are involved in bullying can be assisted by:

- Being firm but not aggressive in setting consistent behaviour limits and being positive in the things that are said and done.
- Listen and take an active interest in your child's social life. You will keep up to date with your child's friendships, but also the disagreements or difficulties that may be occurring.

- Encourage your child to accept and tolerate differences in others.
- Watch for signs of distress in your child. There could be an unwillingness to attend school, onset of headaches, and stomach aches. Bicycles or equipment may go missing, or there may be requests for extra pocket money. Other signs include damaged clothing or books and bruising. There are many reasons why your child may be unsettled at school. Bullying may be a possibility.
- If you suspect your child is being harassed or involved in bullying others, inform the school immediately and request an interview with the Manager. The school will assist in devising strategies or making contact with outside agencies to provide your child with support both inside and outside the school.
- Keep a written record of all the violence, harassment and bullying incidents, including details such as who, what, when, where etc.
- In the cases of physical violence please do not encourage your child to hit back. It could make matters worse. Encourage your child to recruit friends. A child who has friends is less likely to be bullied or harmed.
- Build your child's self-confidence by recognising and affirming his/her positive qualities.

## STUDENTS:

Students who are being bullied should:

- Do not ignore the bullying.
- Walk away quickly and confidently - even if you don't feel that way inside.
- Try being assertive - speak firmly.
- Avoid being alone in places where bullying happens.
- If bullying persists, write down details of who, when, where and why and discuss the problem with a member of school staff as soon as possible.
- Discuss the problem with your parents/guardian.
- Realise that it is expected to tell someone if you are being bullied.
- Be proud of who you are - it's good to be an individual.

Students can help stop bullying by:

- Not standing by and watching - getting help.
- Showing that you and your friends disapprove.
- Giving sympathy and support to students who may be victims of bullying.
- Being careful about making negative remarks - imagine how you might feel.
- Realising it is expected to tell a member of staff if someone is being bullied. The victim may be too scared or lonely to tell.

We all can:

- Support the School Policy against bullying.
- Learn to tolerate and accept individual differences and diversity.
- At all times and in all situations the EXPECTATIONS OF STUDENT BEHAVIOUR apply:

*Be courteous*

*Be prepared to learn*

*Allow others to learn*

*Respect the rights & property of all*