



Anti-Bullying Policy

Date of Policy:

Date of last major review:

Date of next major review:

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Definition:

Being bullied or harassed means that individuals or groups target an individual or group with behaviour which is hurtful, threatening or frightening and this behaviour is repeated more than once. Bullying can take many forms such as verbal, physical, social isolation, stalking, racial, cyber bullying, extortion and sexual harassment. Actions can be observable or hidden.

Rationale:

Cudgee Primary School has a zero tolerance to any form of bullying. All members of the school community have the right to feel safe and comfortable. The school will provide a positive culture where bullying is not accepted. All will have the right of respect from others including the right to learn, and a right to feel safe and secure in their environment.

Aims:

- To reinforce within the school community what bullying is and the fact that it is unacceptable at Cudgee Primary School.
- 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. All reports will be recorded on the Student Management Tool.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To educate staff, parents and students about the importance of maintaining a safe and comfortable environment.

Implementation:

Parents, teachers, students and the community will be aware of the school's position on bullying.

- Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- The school will adopt an eSmart approach to cyber bullying.
- The school will use the Daniel Morcombe Child Safety curriculum to promote child empowerment and participation.

Whole School Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Community awareness and input relating to bullying (including cyber bullying), its characteristics, its effects on victims and the school's programs and response.
- Structured activities available to students at lunch time.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Restorative practices implemented across the school as the process to manage student behaviour.
- Each classroom teacher to clarify with students at the start of each year the school position on building a positive school community.
- Students in Years 3-6 to be provided with individual and confidential computer and network logins and passwords.
- The curriculum to include anti-bullying messages and strategies.

Early Intervention:

- Promote children and staff utilising processes to report incidents involving themselves or others.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems e.g "Caught doing something good", "Student of the Week Awards".

Direct Intervention:

- As an issue arises, each bully, victim and witnesses will be spoken with, and all incidents or allegation of bullying will be fully investigated and documented.
- The Principal will conduct interviews with both a student and parents to address modifications of bullying behaviour.
- Removal of cyber bullies from access to the school's network and computers for a period of time.
- If student bullying persists, parents will be contacted and invited to participate in the development of a Behaviour Management Plan with the student.
- If staff bullying persists, the Principal will commence formal disciplinary action.

School Actions and Consequences:

- Consequences for students will be individually based and may involve ongoing counselling from appropriate agencies for both victim and bully; exclusion from class; exclusion from yard; withdrawal of privileges; school suspension.
- Reinforcement of positive behaviours.
- Restorative No Blame conferences
- Classroom meetings/conferences
- Support structures
- Ongoing monitoring of identified bullies
- Rewards for positive behaviour.

Evaluation:

- This policy will be reviewed as part of the school's three-year review cycle and is due for review in **2018**.