

DEFINITION

Bullying is defined as the ongoing negative behaviour that targets an individual/s that causes emotional and or physical distress to the targeted individual or group. Cyber bullying is defined as using technology, including but not limited to email, social media and text messages, to repeatedly target individual/groups based on ill intent or that otherwise causes a negative impact.

Bullying includes victimising, threatening behaviour and language, stalking, bribing, intimidation, repeated insults, playing on another's 'weaknesses', consistent ostracising and put downs.

1. RATIONALE

The school will provide a positive culture where bullying – cyber, physical, verbal and behaviours intended to humiliate, is not tolerated. Everyone will have the right to be respected, learn, feel safe and secure. *We treat others in a caring and positive way, just as we, in turn, should be treated*

2. AIMS

- 2.1 Students, staff and the wider community will be educated in the safe and responsible use of digital technologies based on the eSmart requirements.
- 2.2 Everyone within the school community will be alerted 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 appropriately and that support and education is given to all involved.
- 2.4 To seek student, teacher and parental support and cooperation at all times.

3. IMPLEMENTATION

- 3.1 The Principal, together with all teachers, will ensure the implementation of the program. Parents, teachers, students and the community will be aware of the school's position on bullying.
- 3.2 The school will adopt a four-phase approach to bullying prevention.

(a) *Primary Prevention*

- Professional development for staff relating to bullying, harassment and the strategies that counteract them in line with the Student Engagement, Health and Wellbeing, and eSmart programs.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- To provide programs that promote students as digital citizens and the development of intercultural understandings.
- Data of student behaviour will be collected and analysed as required
- Intercultural Understanding will be fostered and the eSmart program will continue to be implemented across the school.
- All staff will reinforce the school values program with children and parents.

(b) *Early Intervention*

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

- Principal, staff and parents will be informed of all bullying incidents.

(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 will have access to student services, as required.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.
- Removal of cyber bullies from access to the schools network and digital technologies for a period of time.

(d) ***Post Incident***

- Consequences may involve:
 - Exclusion from class
 - Exclusion from playground
 - School suspension
 - School expulsion
 - Withdrawal of privileges
 - Counselling and support for both victim and perpetrator. Student support services and / or agencies may be used
 - Those involved are monitored to show improved behaviour and to become positive contributors to a safe and happy school environment, using individual behaviour plans and positive rewards

4. BUDGET

Refer to School Budget.

5. EVALUATION

The policy will be reviewed annually.

