

# ANTI-BULLYING & ANTI-CYBER BULLYING POLICY & PROCEDURES

## POLICY

### **Definition:**

A person is bullied when one or more persons expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment. It may be expressed physically, verbally, by gestures, extortion or exclusion. People who use the internet, email, social networking sites, intranets, phones or similar technologies to bully others are cyber bullies.

### **Rationale:**

- The school will provide a positive culture where bullying is not accepted, and in so doing, all members of the school community 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.
- Bullying that is carried out through an internet service, such as email, chat room, discussion group or instant messaging or through mobile phone technologies such as short messaging service (SMS) is cyber bullying. Cyber bullying will not be tolerated at any level, and consequences exist for students who choose to bully others.
- This policy also applies to Out of School Hours Care (OSHC)

### **Aims:**

- To reinforce within the school community what bullying and cyber bullying is, and the fact that it is unacceptable.
- For everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it, 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 use Children and Adolescent Mental Health Service (CAMHS) and Schools Early Action (CASEA) and Social Emotional and Educational Learning (SEEL) strategies to prevent and deal with bullying issues in the school.

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

- Professional development for staff relating to bullying.
- Educate the school community in relation to the seriousness of bullying and what steps the school takes to prevent it from happening.
- To provide programs that promotes resilience, life and social skills, assertiveness, conflict and resolution and problem solving (SEEL & CASEA).
- Attitude to School Survey to be completed by Grade 5/6 students relating to bullying.
- SEEL program to be implemented across the school (one hour weekly).
- Each classroom teacher to clarify to students, at the start of each year, the school policy on bullying (ie Start Up Program).

- School leaders, Junior School Council (JSC), peer support leaders, staff and students to promote the philosophy of ‘No Put Downs.’

**B: Early Intervention:**

- Promote students and staff reporting of bullying incidents involving themselves or others.
- ‘At risk’ students, (students who are at risk of being bullied or students who are bullying others) are provided with alternative lunchtime activities.

**C: Intervention:**

- Once identified each bully, victim and witness will take part in restorative justice sessions.
- Allegations of bullying will be fully investigated and documented.
- If student bullying persists parents/guardians will be contacted and consequences will be implemented consistent with the school’s Student Code of Conduct.
- If staff bullying persists formal disciplinary action will be taken by the principal.

**D: Consequences:**

- Consequences for students who continue to bully may involve:
  - Exclusion from class and activities.
  - Exclusion from the yard.
  - School suspension.
  - Withdrawal of privileges.
  - Ongoing counselling from appropriate agency for both the victim and bully.
- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Consequences for staff will be individually based and may involve:
  - Counselling.
  - A period of monitoring.
  - A formal support group.
  - Disciplinary actions.

**Evaluation:**

- This policy will be reviewed every three (3) years

This policy was last ratified by School Council in.	June 2014	
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**References:**

*Safe Schools are Effective Schools booklet [www.curriculum.edu.au/mindmatters](http://www.curriculum.edu.au/mindmatters)  
S428-2007 Cyber Bullying – Updating the Student Code of Conduct*

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

<http://www.sofweb.vic.edu.au/wellbeing/safeschools/bullying/cyberbullying.htm#H3N400026>