



Doreen Primary School

Bullying Policy

Definition:

A person is bullied when one or more other people 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. Bullies can be aggressive or passive bystanders.

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 not intimidated about reporting bullying in a secure 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.
- Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- The school will adopt a four-phase approach to bullying.

A. Primary 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.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- The concept of children having the power to begin the process by standing up for themselves early on in a conflict will be fostered, spoken about and encouraged in the classroom and at Junior School Council Meetings.
- Student Leaders will be encouraged to be on the lookout for issues or conflict which may be in need of intervention either by themselves or teaching staff.
- Each classroom teacher to clarify with students at the start of each year the school policy on bullying, including cyber-bullying.
- The curriculum to include anti-bullying messages and strategies

B. Early Intervention:

- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
- Regular monitoring of student traffic on school's computer networks to identify potential problems.
- Parents encouraged to contact the school, if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.
- Parents to be contacted.

C. Intervention:

- Once an incidence of bullying is reported bully(s), victim(s) and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed of allegations.
- Parents to be contacted.
- Both bullies and victims will be offered counselling and support.

- 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 consequences implemented consistent with the school's Student Code of Conduct.
- If an incidence of staff bullying is found to have occurred, the principal will commence formal investigations and follow DEECD guidelines

D. Post Violation:

- Consequences for students will be individually based and may involve:-
 - Exclusion from class.
 - Exclusion from yard.
 - School suspension.
 - Withdrawal of privileges.
 - Ongoing counselling from appropriate agency for both victim and bully.
- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- 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 as part of Doreen Primary's four-year review cycle.