

BULLYING PREVENTION POLICY

Rationale

- Bullying is when someone, or a group of people, deliberately upsets or hurts another person or damages their property, reputation or social acceptance on more than three occasions. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.
- Bullying includes sexual harassment – unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation.
- Many distressing behaviours are not examples of bullying, even though they are unpleasant and often require teacher intervention and management.
- Mutual conflict involves an argument of disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.
- Single-episode acts of nastiness or physical aggression are not the same as bullying. If someone is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different people is not the same as bullying. However, this does not mean that single episodes of nastiness or physical aggression should be ignored or condoned, as these are unacceptable behaviours.

Purpose

- To create a safe and respectful school environment and prevent bullying, cyberbullying and other unacceptable behaviours.
- To ensure Bittern Primary School complies with DET policy and guidelines.

Implementation

THE SCHOOL WILL:

- promote and support safe and respectful learning environments where bullying is not tolerated
- put in place whole-school strategies and initiatives as outlined in the Department's anti-bullying policy
- develop a Student Engagement Policy that includes processes and strategies to prevent and respond to incidents of bullying and other forms of unacceptable behaviour.
- involve students, staff and parents in updating the Student Engagement Policy
- work in partnership with parents to reduce and manage bullying
- take a whole-school approach focusing on safety, wellbeing and harmony
- address cyberbullying as part of it *Internet/Social Media Policy*
- provide parents with the DET Parent Complaint Procedures
- use circle time as a strategy to address social issues.
- implement a whole school approach to reinforce the High 5 strategy
- deliver a whole school social and emotional curriculum

THE USE OF SENTRAL WILL ENABLE THE SCHOOL TO:

- monitor and record the incidents of bullying.
- notify relevant people of appropriate actions taken as a result of harassment, victimisation and or bullying
- record critical incidents along with the DET Emergency Management process
- identify 'Hot Spots' around the school grounds.
- identify patterns of bullying behaviour and take appropriate action

RESPONSIBILITIES

PRINCIPALS AND SCHOOL LEADERS WILL:

- Work collaboratively to create a school environment where respectful and safe conduct is expected of everyone.
- Behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and orderly environments.
- Plan, implement and monitor arrangements to ensure the care, safety, security and general wellbeing of all students in attendance at the school is protected.
- Identify and support students who are or may be at risk.
- Do our best to ensure every child achieves their personal and learning potential.
- Work with parents to understand their child's needs and, where necessary, adapt the learning environment accordingly.
- Respond appropriately when inclusive, safe or orderly behaviour is not demonstrated and implement appropriate interventions and sanctions when required.
- Make known to parents the school's communication and complaints procedures.
- Ask any person who is acting in an offensive or disorderly way to leave the school grounds

TEACHERS AND ALL NON-TEACHING STAFF WILL:

- Model positive behaviour to students consistent with the standards of our profession.
- Proactively engage with parents about student outcomes.
- Work with parents to understand the needs of each student and, where necessary, adapt the learning environment accordingly.
- Work collaboratively with parents to improve learning and wellbeing outcomes for students with additional needs.
- Communicate with the principal and school leaders in the event we anticipate or face any tension or challenging behaviours from parents.
- Treat all members of the school community with respect.

PARENTS WILL:

- Model positive behaviour to our child.
- Ensure our child attends school on time, every day the school is open for instruction.
- Take an interest in our child's school and learning.
- Work with the school to achieve the best outcomes for our child.
- Communicate constructively with the school and use expected processes and protocols when raising concerns.
- Support school staff to maintain a safe learning environment for all students.
- Follow the school's complaints processes if there are complaints.
- Treat all school leaders, staff, students, and other members of the school community with respect.

STUDENTS WILL:

- Model positive behaviour to other students.
- Respect ourselves, other members of the school community and the school environment.
- Not disrupt the learning of others and make the most of our educational opportunities
- Actively participate in school
- Behave in a safe and responsible manner
- Comply with and model school values

Evaluation

- This policy will be reviewed as part of the school's four –year review cycle or if guidelines change.

When First Developed/Reviewed-DET School Policy Advisory Guide > A-Z Index: Term Three 2015

Reference:

www.education.vic.gov.au/school/principals/spag/safety/pages/bullying.aspx