



BULLYING PREVENTION POLICY

Definition:

A person is bullied when they are the subject of repeated acts causing embarrassment, pain or discomfort. These acts can include verbal and physical abuse or intimidation by exclusion, gestures or extortion. It can also include **cyberbullying** which is a form of bullying that is carried out through an internet service such as email, chat room, online social networking, instant messaging or web pages and mobile phone technologies such as SMS and it may involve text or images. Bullying can impact upon the emotional, social, behavioural and physical wellbeing of a person.

Rationale:

The school community of Iramoo Primary School aims to provide a safe, cooperative and positive learning environment. The wellbeing of our school community is paramount so *that effective learning* and socialising can take place.

This policy is to be read in conjunction with our Student Engagement and Inclusion policy.

Aims:

- To promote and support a safe, respectful and inclusive learning environment.
- To reinforce within the school community that bullying is not tolerated.
- To be familiar with the signs and evidence of bullying and to have a responsibility to report it to the appropriate staff whether as an observer or a victim.
- To ensure that all reported incidents of bullying are investigated and that support is given to both victim and perpetrator when required.
- To seek parental and peer group support and cooperation at all times.
- To develop and promote bullying prevention programs.
- To ensure that staff have access to regular professional learning.

Implementation:

Our school has a number of programs and strategies in place to build a positive and inclusive school culture. We strive to foster a school culture that prevents bullying behaviour by modelling and encouraging behaviour that demonstrates acceptance, kindness and respect.

We implement the following for the prevention of bullying:

- Classroom programs that foster the development of social-emotional skills such as getting along, confidence and resilience; e.g. Program Achieve
- Student Support Group Meetings
- Behaviour Management Plans
- Life Education Program
- E-safe Education
- School Chaplain Program
- Individual Learning Plans for behaviour.

We also use the following whole school approaches:

- school community is made aware of the Bullying Prevention policy via school newsletter
- establishing a culture of inclusion and respect
- role modelling of positive social behaviours
- promoting the School Values and reinforcing Iramoo's Top Ten Not Negotiables social skills
- school and classroom rules with clear and concise consequences
- general class discussion about appropriate and safe social behaviour
- following and implementing the eSmart-Cybersafety policy
- provision of specialised sessions for targeted children
- supervised alternative lunchtime programs
- record of bullying incidents
- vigilant supervision of playground known 'hot spots'
- staff professional development when required.

Responding to Bullying:

- Bullying will be given an immediate response on the same day where possible.
- All incidents will be documented with all parties involved included.
- Serious situations and repeat offenders will be dealt with by the school leaders (Student Wellbeing Coordinator/Assistant Principal).
- Repeat offenders may be involved in an alternative lunchtime program.
- Counselling will be available for the victim and perpetrator.
- Parents will be contacted when necessary.

Rights and Responsibilities of Implementing the Policy

Teachers should:

- exercise an appropriate duty of care towards students
- have the right to be supported by colleagues, leaders, administrators and parents
- be free from disruption in the teaching and learning process
- implement school practices regarding discipline
- promote self-esteem, confidence and self-worth among students
- be responsible for reporting incidents to the administration, parents and the student's classroom teacher when necessary
- be responsible for ensuring that the discipline policy is consistently implemented throughout the school.

Non-teaching staff should:

- exercise an appropriate duty of care towards students
- be responsible for supporting classroom teachers and whole school procedures
- be responsible for reporting incidents of bullying to appropriate staff members
- be responsible for being involved with the implementation of the anti-bullying policy
- be supported by the classroom teacher, colleagues and administration.

Students should:

- be free of any physical, verbal and cyber bullying
- have the right to be safe
- be respected and be respectful
- follow the school rules
- take responsibility for their behaviour
- be able to work and play without interference
- report any bullying incident
- contribute to making the school a safe learning environment.

Parents should:

- support the school policy and its implementation
- have the right to be kept informed
- maintain open, effective and positive communication with the school.

Violation of Policy

Consequences may involve:

- counselling from an appropriate agency for both victim and perpetrator
- exclusion from class
- exclusion from the yard
- withdrawal of privileges
- lunchtime and/or after school detention and parents notified
- school suspension.

Evaluation:

- Evaluation of yard duty incidents.
- Effectiveness of classroom social skills programs.
- This policy will be reviewed as part of the school's three-year review cycle.