



IRAMOO PRIMARY SCHOOL No. 5152

BULLYING PREVENTION POLICY



Help for non-English speakers

If you need help to understand the information in this policy, please contact Iramoo Primary School on 03 9741 2803 or iramoo.ps@education.vic.gov.au.

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.

Definitions

Bullying

In 2018 the Education Council of the Council of Australian Governments endorsed the following definition of bullying for use by all Australian schools:

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records)

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Bullying has three main features:

- It involves a misuse of power in a relationship
- It is ongoing and repeated, and
- It involves behaviours that can cause harm.

There are four main types of bullying behaviour:

- Physical – examples include hitting, pushing, shoving or intimidating or otherwise physically hurting another person, damaging or stealing their belongings. It includes threats of violence.
- Verbal/written – examples include name-calling or insulting someone about an attribute, quality or personal characteristic.
- Social (sometimes called relational or emotional bullying) – examples include deliberately excluding someone, spreading rumours, sharing information that will have a harmful effect on the other person and/or damaging a person's social reputation or social acceptance.
- Cyberbullying – any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.

Bullying can be a form of racism, sexism, homophobia, transphobia or other type of social prejudice when the behaviour is targeted at an individual or group because of a personal characteristic, such as race, religion, sex, sexual orientation, gender identity or disability.

For further information about bullying, refer to: [Bully Stoppers \(education.vic.gov.au\)](http://education.vic.gov.au) and the Department's [Bullying Prevention and Response](#) policy on the Policy and Advisory Library.

Other distressing and inappropriate behaviours

Many distressing and inappropriate behaviours may not constitute bullying even though they are unpleasant. Students who are involved in or who witness any distressing and inappropriate behaviours should report their concerns to school staff and our school will follow the Student Wellbeing and Engagement Policy and/or this Bullying Prevention Policy where the behaviour constitutes bullying.

Mutual conflict involves an argument or disagreement between people with no imbalance of power. In incidents of mutual conflict, generally, both parties are upset and usually both want a resolution to the issue. 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. However, single episodes of nastiness or physical aggression are not acceptable behaviours at our school and may have serious consequences for students engaging in this behaviour. Iramoo Primary School will use its Student Wellbeing and Engagement Policy to guide a response to single episodes of nastiness or physical aggression.

Harassment is language or actions that are demeaning, offensive or intimidating to a person. It can take many forms, including sexual harassment and disability harassment.

Discrimination is behaviour that treats someone unfavourably because of a personal characteristic (for example, race, religious belief or activity, disability, sex or intersex status, gender identity or sexual orientation).

Discrimination, harassment, and any other inappropriate behaviour is not tolerated at our school and there may be serious consequences for students engaging in this behaviour. This includes any form of racism, religious or disability discrimination, sexism, homophobia, transphobia, or any other behaviour that targets an individual or group. Further information about discrimination and harassment, including definitions, is set out in our Inclusion and Diversity Policy.

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.
- Corporal is prohibited and will not be used in any circumstances.

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.

Our school also follows Department of Education and Training policy relating to bullying including:

- [Bullying Prevention and Response](#)
- [Cybersafety and Responsible Use of Digital Technologies](#)
- [Equal Opportunity and Human Rights - Students](#)
- [LGBTIQ Student Support Policy](#)

The following websites and resources provide useful information on prevention and responding to bullying, as well as supporting students who have been the target of bullying behaviours:

- [Bully Stoppers](#)
- [Report racism or religious discrimination in schools](#)
- [Kids Helpline](#)
- [ReachOut Australia](#)
- [Lifeline](#)
- [Bullying. No way!](#)
- [Student Wellbeing Hub](#)
- [eSafety Commissioner](#)
- [Australian Student Wellbeing Framework](#)

Communication

This policy will be communicated to our school community in the following way:

- available publicly on our school's website
- included in staff induction processes and staff training
- discussed at staff briefings/meetings as required
- discussed at parent information nights/sessions
- reminders in our school newsletter
- hard copy available from school administration upon request.

Further information and resources

This policy should be read in conjunction with the following school policies:

- Statement of Values and School Philosophy
- Student Wellbeing and Engagement Policy
- Parent Complaints policy
- Duty of Care Policy
- Student Engagement and Inclusion Policy
- Inclusion and Diversity Policy
- Discipline Policy
- Children's Health and Wellbeing Policy
- Child Safety and Wellbeing Policies

This policy has been approved by the Principal and has been developed in consultation with the wider school community, including the School Council.

Policy REVIEW and Approval

Policy last reviewed	July, 2023
Approved and ratified by	School Council
Next scheduled review date (2 years)	July, 2025