

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.

Purpose

- To provide a positive school 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 secure in their school environment.

Guidelines

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community has the responsibility for reporting bullying incidents to staff
- 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.
- Parents, teachers, students and the community will be aware of the school's position on bullying.

Implementation

- 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.

Phase 1

Primary Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- School 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.
- A bullying survey in the classroom and yard survey will be administered and acted upon twice annually.
- The Tribes process implemented across the school.
- Each classroom teacher to negotiate their class rules, expectations, procedures and consequences at the start of each year with the children.
- Each classroom teacher to clarify with students at the start of each year the school policy on bullying, including cyber-bullying.
- All students to sign an acceptable usage network agreement at the start of each year which include the management of cyber bullying. There will be a junior and senior agreement. Processes to be put in place to ensure tracking of student activity on the school's computer equipment and network. Firewalls to be installed to eliminate outside traffic into the school's network and intranet.
- The curriculum to include anti-bullying messages and strategies eg: Care Create Cooperate to become whole school language for solving conflict resolution.

- Social Skills programs implemented on a yearly basis to develop positive social relationships between children.
- Junior School Council, staff and students to promote the philosophy of 'No Put Downs' through Tribes.

Phase 2

Early Intervention:

- Promote student 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 school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems. Care, Create Cooperate awards to be given at assembly celebrating the values to be encouraged at school.
- Parents to be contacted of bullying incidents for victim and bully.
- Time out zone in foyer of the school as a resting place before incidents escalate.

Phase 3

Intervention:

- Once identified each bully, victim 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 Tribes approach and Discipline policy.

Phase 4

Post Violation:

- Reinforcement of positive behaviours.
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Consequences for students will be individually based and may involve:

Teaching social problem solving strategies and mending of relationships

- exclusion from class.
- exclusion from yard.
- school suspension.
- withdrawal of privileges.
- ongoing skill development from appropriate agency for both victim and bully.

EVALUATION:

This policy will be reviewed with staff, student, parent and community input as part of the school's three-year review cycle

Draft may 2008
Approved: 21/5/08
Next Review Date - 2011

Mt. Macedon Primary School

