



BULLYING POLICY

Definition

Bullying is when someone, or a group of people, upset or create a risk to another person's health and safety - either psychologically or physically - or their property, reputation or social acceptance on more than one occasion. Bullying is the act of deliberately setting out to intimidate, exclude, threaten and/or hurt others repeatedly and is a form of harassment.

Cyber bullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others. People who use the internet, email, intranets, phones or similar technologies to bully others are breaking the law.

Rationale

- *The school has zero tolerance for bullying.*
- *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 secure in their school environment.*
- *Bullying in any form is unacceptable. Bullying that is carried out through an internet service, such as email, chat room, discussion group or instant messaging or through mobile phone technologies such as short messaging service (SMS) is cyber bullying. Cyber bullying will not be tolerated at any level, and consequences exist for students who choose to bully others.*

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 countermeasures.
- 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.
 - Values Education and Respectful Relationships programs are implemented across the school and regular discussions are held within classrooms, year levels and as a whole school around values and relationships.
 - Each classroom teacher to clarify with students at the start of each year school expectations and protocols on bullying and the school's Code of Conduct, including cyber-bullying (Also see St Justin's ICT and Chromebook Use Agreements).
- All students to be provided with individual and confidential computer passwords. Processes to be put in place to ensure tracking of student activity on the school's computer equipment and network. Firewalls installed to eliminate outside traffic into the school's network and intranet. Hapara and Classroom installed to monitor internet / intranet activity.
- The curriculum to include anti-bullying messages and strategies
- Student Representative Council, peer support delegates, staff and students to promote the philosophy of 'No Put Downs'.
- Electives and structured activities available to students at recess and lunch breaks.

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 are encouraged to contact the school if they become aware of a problem.
- Students are provided with a designated safe and quiet place for children to access at recess and lunch times.
- Public recognition and reward for positive behaviour and resolution of problems.
- Parents to be contacted.

C. Intervention:

- Once identified all students involved will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented by the staff.
- Students identified as displaying bullying behaviour will be informed of allegations.
- Parents to be contacted.
- All students involved in bullying situations will be offered support.
- Some consequences may include: Removal of students' ability to access the school's network and computers for a period of time; time out discussing processes for reconciliation.

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 those involved.*
- *Reinforcement of positive behaviours.*
- *Classroom Meetings.*
- *Support Structures.*
- *Ongoing monitoring of identified bullying behaviours.*
- *Rewards for positive behaviour.*

Evaluation

This policy will be reviewed as part of the school's review cycle.