



Mernda Primary School 0488

(Anti)BULLYING POLICY

DEFINITION

A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions on the part of one or more people. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others repeatedly. They can operate alone or as a group. Bullying is a clear form of harassment.

RATIONALE

The school will provide a positive culture where no forms of bullying are accepted (physical, verbal or cyber). In doing so, 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 the school environment.

AIMS

- To reinforce within the school community that no form of bullying is acceptable.
- To alert everyone within the school community 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 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 and community will be made aware of the school's position on bullying.
- The school will continue with existing structures and introduce others as seen to be appropriate.

The school will adopt a four phase approach to bullying.

A. Primary Prevention

- To provide programs that promote resilience, life skills and protective factors
 - School Based Survey conducted annually
 - DEECD Attitudes to School survey conducted by grade 5/6 children
 - School Values program implemented and reinforced across the school
 - Social Skills programs to develop resilience, conflict resolution, assertiveness and problem solving including- Restorative Practises, You Can Do It, Circle Time, Stop Think Do.
 - Each classroom teacher to clarify at the start of each year the school policy on bullying, as well as classroom and ICT codes of conduct.
 - Staff and students to promote the "3 Steps" process and procedure.
 - Structured activities available to students during recess and lunch breaks.

B. Early Intervention

- Promote children reporting bullying incidents involving themselves or others
- Classroom teachers reminding students on a regular basis to report incidents, and that reporting is not dobbing.
- Surveys to be conducted
- Parents encouraged to contact school if they become aware of a problem
- Specific room (such as the foyer) – safe place for a child to access.

C. Intervention

- Those identified through Surveys may be counselled.
- Once identified; perpetrator, victim and witnesses spoken with, and all incidents or allegations of bullying fully investigated and documented.
- Both perpetrator and victim offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with school's Student Code of Conduct.
- Ongoing monitoring of identified perpetrators.

C. Post Violation

Consequences may involve:

- Exclusion from class.
- Exclusion from yard.
- School suspension.
- Withdrawal of privileges.
- Ongoing counselling from appropriate agency for both victim and perpetrator.
- Ongoing monitoring of identified perpetrators and victims by a social worker or support services.
- School expulsion.

EVALUATION

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

This policy was last ratified by School Council on	17 th of June 2013
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