



GLADESVILLE PRIMARY SCHOOL No 5066 ANTI -BULLYING AND HARASSMENT POLICY

Definition:

Bullies are people who repeatedly and intentionally set out to intimidate, exclude, threaten and or hurt others. Bully behaviour can be physical, emotional, cyber or verbal and can be instigated individually or as a group.

Bullying is repeated oppression, physical or psychological, of a less powerful person by a more powerful person or group.

Cyber-bullying consists of covert, psychological bullying, conveyed through the electronic mediums such as cell-phones, web-logs and web-sites, on-line chat rooms, 'MUD' rooms (multi-user domains where individuals take on different characters) and Xangas (on-line personal profiles where some adolescents create lists of people they do not like). It is verbal (over the telephone or mobile phone), or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

Rationale:

- The school is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying or harassment. Every member of the school community has the right to respect from others, the right to learn and teach, and a right to feel safe and secure in the school environment in line with our TRIBES Agreements.
- Informing the school community of what bullying and harassment is.

Aims:

- To reinforce within the school community that no form of bullying or harassment is acceptable.
- Everyone within the school community to be alert to signs and evidence of bullying and harassment and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying or harassment are followed up and that support is given to both victim and perpetrator.
- 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 and harassment through newsletters, curriculum, social media e.g. facebook & tiqbiz, role modelling.
- The school will continue with existing structures and introduce others as seen to be appropriate.

A. Primary Prevention:

- To provide programs that promotes resilience, life skills and protective factors. Whole School implementation of the TRIBES Agreements to empower our community to be equipped with skills to prevent bullying from occurring.
- TRIBES process implemented across the school.
- Restorative Practices
- Social/Value Skills programs to develop resilience, conflict resolution, assertiveness and problem solving
- Each classroom teacher to clarify at the start of each year the school policy on anti - bullying.
- Staff and students to promote the philosophy of 'Appreciations and No Put Downs'.
- Preventing bullying through education and zero tolerance of bullying by our students or community.

B. Early Intervention:

- Parents encouraged contacting school if they become aware of a problem.
- Specific areas will be available to reflect, following inappropriate choices.

C. Intervention:

- Teacher to ensure that 'Early Intervention' steps were followed.
- Once identified; bully, victim and witnesses talked with, and all incidents fully investigated and documented.
- Both bully and victim offered counselling and support.
- If bullying is ongoing, parents contacted and consequences implemented consistent with school Student Expected Behaviours
- Monitoring of identified bullies.

D. Post Violation:

- Consequences may involve
 - exclusion from class
 - exclusion from yard.
 - withdrawal of privileges
 - ongoing counselling from appropriate agency for both victim and bully.
 - anti-bullying homework tasks
 - replacing personal property
 - reconciliation between parties before reinstatement of privileges
 - separation of individuals involved until issue resolved
 - school suspension

E. Working with families to support children involved in bullying incident/s.

Evaluation:

- Evaluation of School Safety Survey/Yard Duty to note if there has been a reduction in reported incidences of bullying.
- Parent Survey question on School Safety.
- Review of Policy regularly.
- This policy will be evaluated in line with School Council cyclical review of policy documents and school and DEECD priorities.

This policy was last ratified by School Council in June 2014.