

BULLYING

POLICY – Thorpdale Primary School

Definition:

Bullying is the inappropriate use of power by an individual or group with the intent to injure, either physically or emotionally. It is usually deliberate and repetitive. Any behaviour which is hurtful, threatening or frightening and may be repeated over time is considered to be bullying or harassment.

Forms of Bullying:

- Physical bullying – includes fighting, punching, shoving, gestures or invasion of personal space.
- Verbal Bullying – Includes name calling, offensive language, putting people down behind their backs, harassing people because of their race gender or religious creed.
- Sexual bullying – Includes touching or brushing against others in a sexual manner, sexually oriented jokes, writing about someone's body, using rude names, commenting about someone's morals, unwanted invitations of a sexual nature or asking questions about someone's private life.

Rationale:

- 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.

Aims:

- To define within the school community what bullying is, and the fact that it is unacceptable.
- To ensure that the school community is alert to signs and evidence of bullying, and that members act on their 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.
- The school will adopt a four-phase approach to bullying.

A. Primary Prevention:

- Professional development will be provided for staff relating to bullying and harassment and the strategies to counteract these.
- The school will raise community awareness and encourage input related to bullying, its characteristics and the school's programs and responses.
- Programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving will be provided.
- A bullying survey and yard survey will be administered and acted upon need
- At the start of each year each classroom will teacher to clarify the school policy on bullying.
- Staff and students will promote the philosophy of 'No Put Downs'.

B. Early Intervention:

- Encourage students to report bullying incidents involving themselves or others.
- Make all members of the school community aware of each person's right and responsibility to report bullying to a staff member whether this happens personally or to someone else.

- Classroom teachers will remind students on a regular basis to report incidents, and reinforce that reporting is not dobbing.
- Parents are encouraged to contact the school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:

- Those identified through the Bullying Survey will be counselled.
- Once identified; bully/bullies, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Both bully/bullies and victim will be offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.

D. Post Violation:

- Consequences may involve:-
 - exclusion from class.
 - exclusion from yard.
 - separation from other students involved.
 - school suspension.
 - withdrawal of privileges.
 - ongoing counselling from appropriate agency for both victim and bully/bullies.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.

Evaluation:

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

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

June 2011