Bullying Policy

Bullying Definition
A person is bullied when he/she is intentionally exposed regularly and over time to negative or harmful actions by one or more people.
A bully is a person (or a group of people) who deliberately sets out to intimidate, exclude, threaten and/or hurt others repeatedly.
Bullying is a clear form of harassment.

1.0 PURPOSE
1.1 To provide a positive culture at our school where bullying is not accepted, and in doing so, all will have the right for respect from others, the right to learn or teach, and a right to feel safe and secure.
1.2 To ensure that everyone is aware that they all have rights and responsibilities.
1.3 To assist students to take full responsibility and be aware of the consequences of their actions.

2.0 GUIDELINES
2.1 To ensure that all the school community members have a common understanding about bullying and it is unacceptable in any circumstances.
2.2 To provide a structure where both the victims and the perpetrators are supported.
2.3 To ensure everyone is aware of the signs/evidence of bullying and their responsibility of reporting to the staff when it occurs.
2.4 To seek parental and peer group support and cooperation at all times.

3.0 IMPLEMENTATION
3.1 Parents will have access to our Student Engagement and Wellbeing Policy which also includes our ‘Student Support Process’
3.2 The school will use a three-phase approach to bullying in line with our ‘Student Support Process-A Staged Response’
   (1) Prevention
   The school and individual teachers put in place strategies that minimise the risk of student disengagement and misconduct
   • To provide programmes to the students that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving skills.
   • To provide at least one formal opportunity per year, for all students to say how they feel and act on the areas of concerns.
   • To provide positive reinforcement and public recognition for all students who behave appropriately and demonstrate the ability to solve problems.
   • To provide appropriate professional development activities and programmes for staff and parents.

   (2) Response
   The teachers of the class, or who observes the incident deals with the issue in the first instance, using a model of progressive intensity of intervention and selecting the appropriate entry point
   • To nurture an environment where students/parents and staff feel comfortable in reporting bullying issues.
   • To identify issues that may be leading to the behaviours and seek a commitment to change the behaviour
   • To ensure the principal and staff are informed of all incidents of bullying.
   • To apply the appropriate consequences as detailed in the Student Support Process documentation.

   (3) Treatment
   Members of the leadership team support the work of the class teacher and progressively take responsibility for treating the issue
   • To ensure that all incidents of bullying are investigated and documented in line with the Student Engagement & Wellbeing Policy
   • To provide access to counselling and support for the victim and the bully.
   • To inform parents when bullying is occurring.
   • Intervention- To apply the appropriate consequences detailed in the Student Support Process documentation
   To ensure ongoing monitoring of identified bullying takes place

EVALUATION
This policy will be reviewed as part of the school’s three-year review cycle.
This policy was last endorsed by School Council in 2013