



Somerville Primary School Bullying Prevention Policy

Policy Name:	Bullying Prevention	Date of approval:	08/15
Responsible:	Wellbeing Committee	Expected review date:	08/18

RATIONALE:

Our school is committed to providing a safe and caring school environment that encourages the growth of positive relationships amongst all staff and students which encourages a positive attitude towards teaching and learning. As a school community we have agreed that we do not tolerate bullying in our school.

AIMS:

The aims of this policy are to establish effective ongoing procedures to:

- Reinforce within the school community that no form of bullying is acceptable.
- Ensure everyone within the school community is alert to signs of bullying and reports bullying to staff whether as observer or victim.
- Ensure that reported incidents of bullying are investigated and dealt with appropriately.
- Ensure that that support is given to both victims and perpetrators.
- Seek parental and peer-group support and cooperation at all times
- Implement effective whole school strategies to minimise the development of bullying behaviours

DEFINITION

Bullying is when someone, or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

Bullying may occur because of perceived differences such as culture, ethnicity, gender, sexual orientation, ability or disability, religion, body size and physical appearance, age or economic status. Bullying may be motivated by jealousy, distrust, fear, misunderstanding or lack of knowledge. It can continue over time, is often hidden from adults and will probably continue if no action is taken.

Types of bullying

There are four broad types of bullying:

Direct physical bullying: includes hitting, kicking, tripping, pinching and pushing or damaging property.

Direct verbal bullying: includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

Indirect bullying: is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes:

- lying and spreading rumours
- playing nasty jokes to embarrass and humiliate
- mimicking
- encouraging others to socially exclude someone
- damaging someone's social reputation or social acceptance.

Cyberbullying: is direct verbal or indirect bullying behaviours using digital technologies. This may include harassment via a mobile phone, ipad or other hand held devices, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

IMPLEMENTATION:

- a) A school-wide approach will be taken to deal with bullying (including cyber bullying) in a consistent and systematic way.
- b) All new students and staff will be informed of the Bullying Prevention Policy and practices at the commencement of their time at the school.
- c) Somerville Primary School will organise preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- d) Staff programs will occur periodically to keep staff informed of current issues/strategies for dealing with these issues.
- e) There will be disciplinary consequences, covering a range of strategies, for those in breach of the Bullying Prevention Policy.
- f) The Bullying Prevention Policy of the school will be widely promoted to students, staff, parents/carers and the local community.
- g) A summary of the policy will be included in the Student Enrolment Package while new staff will receive extensive documentation as part of the school's induction process.
- h) The school leadership team and teachers will ensure the safety and wellbeing of all school members in situations of bullying (including cyber bullying), by thoroughly investigating all complaints, respecting the need for confidentiality, notifying parents/carers and planning interventions.
- i) If a teacher feels a student is at imminent risk from bullying (including cyber bullying) then it is their professional duty to pass on the information to an appropriate person in order to ensure appropriate support for the student. It is important that teachers fully document their interaction with the student and to verify the actions taken.
- j) Student programs will be organized to raise student awareness about bullying (including cyber bullying) to provide a forum for discussion of matters and to aid development of attitudes. Some matters will be dealt with formally in the curriculum and in peer support programs, leadership programs, extra-curricular programs and occasional activities run by outside experts and workers. The curriculum will include bullying prevention messages and strategies in line with current DET materials e.g. "The Friendly Schools" and "No Blame Approach to Bullying" programs.
- k) Professional development will be provided for staff relating to bullying (including cyber bullying) and proven strategies to address these issues in classrooms will be shared with all staff.

- l) The school will provide specialist resources (such as books, videos, kits) and professional development activities to staff develop our ability to respond effectively to bullying.
- m) Disciplinary consequences for bullying (including cyber bullying) will comply with the school's Welfare and Discipline Policy. The Principal or their nominee will provide disciplinary consequences including suspension in accordance with Department of Education and Training (DET) Student Engagement Guidelines.

THE ROLE OF STAKEHOLDERS IN SUPPORT OF THIS BULLYING PREVENTION POLICY

CHILDREN SHOULD:

- Practise strategies taught in the classroom during wellbeing sessions.
- Model acceptable behaviour to others.
- Be a responsible bystander and take appropriate action. (i.e. If it's not safe, it's safe to tell)
- Identify a network of trusted adults they can talk to for support.
- Let an adult know what is happening.
- Keep on telling until the bullying stops.
- Say no to bullying behaviours.
- Use positive language and behaviour towards all others.

TEACHERS SHOULD

- Teach and model appropriate behaviours and strategies to deal with bullying.
- Be committed to the implementation of the Stop Think Do strategies on a regular basis.
- Teach and clarify for the children the terms, meanings and distinct differences between, bullying, social isolation, conflict, random acts of aggression/intimidation and meanness.
- Teach and promote resilience.
- Keep up to date and maintain their classroom records of incidents.
- Teach and model active listening so that all incidents are treated seriously.
- Recognise and value the partnership between home and school.

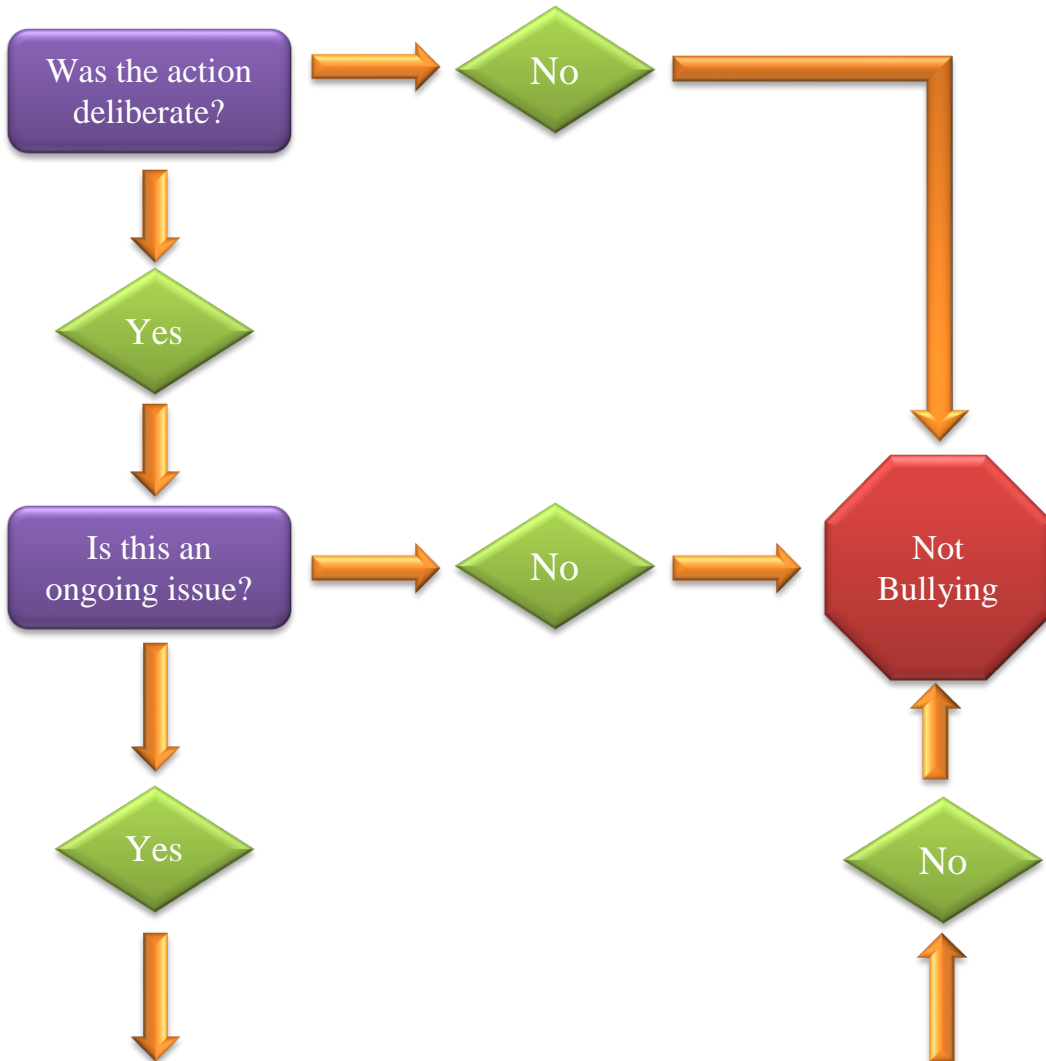
ADMINISTRATION AND SUPPORT STAFF

- Promote our School Bullying Prevention Policy and Procedures.
- Teach and model appropriate behaviours.
- Be committed to the implementation of the Stop Think Do strategies on a regular basis.
- Teach and clarify for students the terms, meanings and distinct differences between, bullying, social isolation, conflict, random acts of aggression/intimidation and meanness.
- Teach and promote resilience to students.
- Teach and model active listening so that all incidents are treated seriously.
- Provide counselling and other support services as required.
- Provide support for parent/guardians through the school's pastoral care structure, information seminars and support networks.
- Initiate and arrange meetings with stakeholders at the reporting stage of the procedure.
- Recognise and value the partnership between home and school.

PARENTS

- Remain calm...to act not to react.

- Be aware of the policy and the strategies being implemented in the school and actively discuss the policy with their children.
- Teach and model appropriate behaviours at home.
- Let your child know that bullying is totally unacceptable because it affects the emotional wellbeing and rights of others.
- Ensure the school is informed of all bullying.
- Advise their children to report incidents of bullying immediately to a teacher. If possible encourage children to report the incident themselves. They will gain more self-respect by taking the initiative themselves rather than relying on a parent to take action.
- Encourage children to have and to use their nominated support network when at school.
- Encourage their children to speak openly with them and to look at positive strategies to deal with their feelings.
- Stress to their children that taking any part in bullying still makes them responsible for their actions.
- Recognise and value the partnership between home and school.
- It is the parent's responsibility to care for and support his or her own children.
- Support their child in the knowledge that the resolution of the situation may take some time.
- Stress to them that school should be a safe place for everyone, regardless of the differences between people. No-one deserves being bullied because they speak, look or act differently or in a way 'you don't like'.
- Show support for the school's consequences for bullying.



Does the incident fit within one of the definitions of bullying?

Physical Bullying
 Hitting, kicking, tripping, pinching, pushing or damaging property.

Verbal Bullying
 Name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.

Indirect Bullying
 Lying & spreading rumours, playing nasty jokes to embarrass & humiliate, mimicking, encouraging others to socially exclude someone, damaging someone's social reputation or social acceptance.

Cyberbullying
 Harassment via a mobile phone, ipad or hand held devices, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

Yes

Refer to Somerville P.S. Bullying Prevention Policy as to what action you need to take.

IF BULLYING HAS OCCURRED THE FOLLOWING WILL HAPPEN:

If a parents feels their child has been involved in a bullying incident as defined by our school Bullying Prevention Policy the following steps should be taken:

THE SCHOOL WILL:

For the child who is the victim of bullying:

- Clarify the facts of the incident.
- Discuss the incident with the student(s) concerned.
- Make sure that the victim of the bullying has been given strategies to deal with a similar problem in the future.
- Make sure the grade Teacher, Assistant Principal and Principal have been informed.
- Involve parents when necessary.

For the child who is displaying the bully behaviours:

- Clarify the facts of the incident.
- Discuss the incident with the student(s) concerned.
- Link actions to consequences including time out, discipline note, detention or suspension as required.
- Restate the school rules on discipline and acceptable behaviour.
- Coordinate a reconciliation including an apology
- Aim to bring about a change of attitude.
- Discuss with perpetrator other options in reacting to incidents.
- Make sure the grade Teacher, Assistant Principal and Principal have been informed.
- Involve parents when necessary.

WELLBEING COMMITTEE

The Wellbeing Committee will be responsible for the implementation and review of the Bullying Prevention Policy. The committee will:

- Regularly review student behaviour data to assess the effectiveness of this policy.
- Review the program that addresses bullying each year in consultation with staff.
- Consult with the school community if amendments to this policy are to be made.

EVALUATION:

Evaluation of the effectiveness of these guidelines and the established school procedures will be conducted through:

- Informal feedback from staff, parents, students (where appropriate), and School Council.
- Surveys developed by the Wellbeing Committee for students, teachers and parents.
- Official DE&T Parent and Staff surveys.

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

Definitions:

<http://www.stopbullying.gov/what-is-bullying/roles-kids-play/index.html>

<https://www.eduweb.vic.gov.au/edulibrary/public/stuman/wellbeing/respectfulsafe.pdf>

<http://www.education.vic.gov.au/school/principals/spag/safety/Pages/bullying.aspx>

