

# Bullying Policy

## Definition:

Bullying is when someone, or a group of people, upset or create a risk to another person's health and safety - either psychologically or physically - or their property, reputation or social acceptance on more than one occasion. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment. Cyber bullying is bullying behaviour, using digital technology, including the internet, email or mobile phones.

*Bully Stoppers* supports parents; teachers and principals in working together to make sure schools are safe and supportive places, where everyone is empowered to help reduce the incidence of bullying in all Vic

**Parktone Mission Statement:** There is a prosperous path for every child; each journey is theirs to lead. There is a place for every child to shine

**Parktone Vision Statement:** Identify the talent, develop the confidence and create the leader.

More information can be obtained for Parktone Staff, Parents and students by visiting:  
<http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/advicecyberbully.aspx>

## 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 reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community to be alert 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 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.
- Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- The school will adopt a four-phase approach to bullying

### A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures. Staff participation in 1, 2, 3 Magic Program and training in the 7 Habits to prevent bullying and promote conflict resolution within students'.
- Taking the Department of Education Bully stoppers Bully Pledge
- Community awareness and input relating to bullying (including cyber-bullying), its characteristics, its effects on victims and the school's programs and response.

- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving. Implementing the 7 Habits throughout the school to promote skills to prevent bullying and promote a positive school environment.
- A bullying survey and yard survey will be administered and acted upon twice annually.
- Each classroom teacher to clarify with students at the start of each year the school policy on bullying, including cyber-bullying. A code of conduct is developed by each class, along with developing a class mission statement for the year.
- Reviewing the school vision and mission statements regularly throughout the year.
- All students to be provided with individual and confidential computer and network log ins and passwords. Processes to be put in place to ensure tracking of student activity on the school's computer equipment and network. Firewalls to be installed to eliminate outside traffic into the school's network and intranet.
- The curriculum to include anti-bullying messages and strategies e.g.: Bully stoppers as per the Victorian Education Department, 2013.
- Student Representative Council, peer support delegates, staff and students to promote the philosophy of 'Using the 7 Habits, enforcement of 1, 2, 3 Magic Discipline Policy.
- Electives and structured activities available to students at recess and lunch breaks.

#### **B. Early Intervention:**

- Promote children and staff reporting bullying incidents involving themselves or others. Students recognise how to Synergise from the 7 Habits, understand how to resolve problems by utilising these Habits and the Leader in Me process every day.
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
- Regular monitoring of student traffic on school's computer networks to identify potential problems.
- Parents encouraged to contact school if they become aware of a problem.
- Student Lounge – a designated safe and quiet place for children to access at recess and lunch times.
- Public recognition and reward for positive behaviour and resolution of problems through the Star of the Week, awarding students with habit cards in their Road to Success folders – then after 10, receiving a 'Leader in Me' award at assembly. After a student collects 10 of every habit, they receive a prize.
- Parents to be contacted to reinforce positive behaviour to parents.
- Parents to be contacted to communicate any negative behaviour immediately and to the Principal, or teacher in charge that school day.

#### **C. Intervention:**

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed of allegations.
- Parents to be contacted.
- Both bullies and victims will be offered counselling and support.
- Removal of cyber-bullies from access to the school's network and computers for a period of time. Loss of privilege to bring a mobile phone to school for students who bully via SMS or similar telephone functions.
- If student bullying persists parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.
- If staff bullying persists the principal will commence formal disciplinary action.

**D. Post Violation:**

- Consequences for students will be individually based and may involve:-
  - exclusion from class
  - exclusion from yard
  - school suspension
  - withdrawal of privileges
  - ongoing counselling from appropriate agency for both victim and bully
- Reinforcement of positive behaviours
- Classroom Meetings
- Support Structures
- Ongoing monitoring of identified bullies
- Rewards for positive behaviour.
- Consequences for staff will be individually based and may involve:-
  - counselling
  - a period of monitoring
  - a formal support group
  - disciplinary actions

**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 2014