ANTI-BULLYING POLICY

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.

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. Bullying is a clear form of harassment.

Types of Bullying:
- Direct physical bullying, e.g. hitting, tripping and pushing or damaging their property.
- Direct verbal bullying, e.g. names calling, insults, homophobic or racist remarks, verbal abuse.
- Indirect bullying, e.g. lying and spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking encouraging others to socially exclude someone, damaging social reputation and social acceptance, cyber bullying which involves the use of email, text messages or chat rooms to humiliate and distress.

What bullying is not:
- Single or random acts of nastiness or meanness of aggression or intimidation.
- Many distressing behaviours are not examples of bullying even though they are unpleasant and often require intervention and management.
- Mutual conflict.

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.

A. Primary Prevention:
- Professional development for staff relating to bullying, harassment and proven counter measures.
- 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.
• 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, strategies and programs.
• Structured activities available to students at recess and lunch breaks.
• Display Anti-bullying messages and ideas for prevention in classrooms.

This policy will be reviewed with whole staff, student, parent and community input as part of the school’s three-year review cycle.

This policy was last ratified by School Council in June 2010 (currently being updated).