This policy applies to the staff, students and parents of Streeton Primary School.

1.0 RATIONALE

The school will provide a positive culture where bullying is not accepted, and in doing so, all will have the right of respect from others, the right to learn or to teach, and the right to feel safe and secure in their school environment.

2.0 PURPOSE

2.1 To educate the school community about the different forms of bullying, and its total unacceptability.
2.2 To educate everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it whether as an observer or victim.
2.3 To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victim and the person responsible.
2.4 To seek parental and peer-group support and co-operation at all times.

3.0 DEFINITIONS

**DEFINITION OF BULLYING**

A person is bullied when he or she is exposed, repeatedly, and over time, to negative actions by one or more people. Bullies set out to intimidate, exclude, threaten and/or hurt others repeatedly.

**Forms of Bullying**

- Verbal: name-calling, put downs, verbal threats or demands
- Physical: hitting, tripping, poking, kicking a student, stealing or damaging their belongings
- Psychological: stalking or giving dirty looks
- Social: deliberately excluding or ignoring others, spreading rumours
- Cyber-bullying: harassment or cyber-stalking

4.0 GUIDELINES

4.1 Parents, staff, students and the community will be aware of the school’s position on bullying.
4.2 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.
- Community awareness and input relating to bullying, its characteristics and the school’s programs and response.
- Provision of programs that promote resilience, life and social skills, conflict resolution and problem solving. (For example Circle time activities and Restorative Justice)
- At the commencement of the school year, each classroom teacher will revisit the school policy on bullying with their class.
- Structured activities available to students at lunch break when appropriate.
B. EARLY INTERVENTION

- Classroom teachers and the Principal to remind students and staff to report incidents of bullying on a regular basis; considering confidential methods of doing so, for example, a student mail box or student focus groups.
- Public recognition and reward for positive behaviour and resolution of problems.
- The Principal will be informed of all bullying incidents.

C. INTERVENTION

- When identified, each bully, victim and witnesses will be spoken to, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed.
- Both bullies and victims will be offered ongoing counselling.
- 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 action

5.0 EVALUATION

5.1 The policy will be evaluated regularly as part of the school’s policy review cycle.
5.2 School staff will regularly monitor student behaviour and the effectiveness of the policy.
5.3 Relevant data will be collected and analysed. (eg. from parent/student concerns records)