

**2019**

# **Bullying Prevention Policy**

**Principal: Joel Riddle**

**School Council President: Rob Duthie**



## **Rationale:**

Every student, staff member, parent and visitor at Lara Primary School has the right to be respected and feel safe within the school environment and while participating in school activities. A person who bullies or harasses another is denying them that right and is not behaving as a responsible school community member.

This policy aims to inform and educate the school community regarding their rights and responsibilities. It also provides a basis upon which appropriate programs and procedures are developed across the school. These programs and procedures are designed to: develop a culture that does not tolerate bullying and / or harassing behaviour; provide an effective framework within which to address incidents and issues of harassment and bullying.

## **Aims:**

To provide a safe environment that has a structure to effectively deal with bullying and harassment if they take place.

Harassment and bullying is often kept a secret from adults. This secrecy often allows bullying and harassment to continue. Students must be able to feel that they can talk about incidences of harassment if the behaviour is to cease. Students are often afraid to report bullying for fear that it will get worse. The act of witnessing the bullying of another person and doing nothing to stop it, is as bad as the person who is actually bullying. Bystander responsibility will be adhered to by all members of the school community.

Any form of harassment is totally unacceptable at Lara Primary School.

## **Acts of Bullying**

(NOTE: THE FOLLOWING LISTS ARE EXAMPLES ONLY, AND ARE NOT ALL-INCLUSIVE).

### **VERBAL:**

- Name calling, put downs, 'knocking' achievers
- Spreading rumours or gossiping
- Negative comments about someone's appearance, gender sexuality, cultural or social background
- Homophobic comments or teasing
- Threatening remarks, teasing or speaking rumours about others or their families
- Swearing
- Isolating people from their friends/peers, talking about them in a huddle as if they are not there (making them a 'non-person')
- Taking part in 'whispering campaigns'
- Threatening to 'get' another person or have others 'get' them.
- Sexual harassment through verbal acts of a sexual nature (asking someone to perform sexual favours, etc.)

### **PHYSICAL:**

- Threatening behaviour, fighting or using weapons; spitting on others; invasion of 'personal space'
- Unfair exclusion
- Unwanted touching
- Interfering with another person's property, by stealing, hiding, damaging or destroying it, or teasing that person with their property (i.e. playing 'keepings off')
- Giving 'greasies', starting in a determined manner, and making gestures that are threatening
- Sexually harassing others through physical acts of a sexual nature (i.e. unwanted touching)
- Writing offensive notes or graffiti about others.
- Using students to obtain money, food, personal equipment, clothes or other things that students bring to school.
- Forcing students to complete work for someone else
- Sending e-mail and/or texts which is offensive, demeaning or includes negative comments about someone's appearance, gender, sexuality, cultural or social background

### **RACIAL:**

- Racist comments or jokes; emails or letter
- Physical abuse
- Negative reference to a person's appearance, cultural values/beliefs, or language

## SEXUAL:

- Sexual harassment is defined under its own sub-policy.

## DIGITAL TECHNOLOGY AND ELECTRONIC BULLYING:

- Spread of rumours via msn
- Placing images without a person's consent
- Intimidation
- Giving out personal details to others about others without permission
- Posting offensive comments, messages and bulletins on social networking sites (e.g. MySpace; Facebook).
- Downloading inappropriate material e.g. video images of students at school or student incidents and sending it to others
- Using SMS, chat rooms, e-mails, internet to belittle or intimidate.

## **Implementation:**

- Preventing and responding to bullying is a collective responsibility, shared by parents, teachers and the child. Proactive, preventative measures are the most important focus for all students.
- The school recognises that a student may report instances of bullying to friends, family or staff.
- Anyone (parent/carer, child or teacher) who is concerned about a child who is exhibiting bullying behaviours or being bullied should immediately raise their concerns with the child's class teacher or the school's wellbeing officer, who will ensure appropriate action is taken and support is provided.
- Bullying Prevention Policy will be included on the school website, and information provided through the school newsletter at least once per term.
- As a part of Setting Up For Success at the beginning of every year, teacher will work with students about the school rules, with specific reference to everyone's right to feel safe and responsibility to ensure that happens. These conversations will enable a shared understanding of what constitutes bullying, and that it is unacceptable behaviour in our school.
- Through the school's Digital Technologies Program, students will learn about what constitutes Cyberbullying and how to behave safely online. This information will be shared with parents through the school newsletter.
- Teachers supervise the yard at all breaks, and interactions with students are around building resilience, building positive relationships
- Support is provided to any student who has been affected by, engaged in or witnessed bullying behaviour, and may include:
  - interviews and/or discussion with school staff
  - contact/liasing with family
  - restorative conversations
  - yard observations/monitoring
  - additional learning opportunities to build social capacities
  - supervised play and/or independent play areas
  - consequences as determined by the school
  - Ongoing support for students who have engaged in bullying behaviour may also include:
    - Behaviour Support Plan
    - Student Support Group
    - Support by Network Staff
    - Referral to external supports, such as Kids Helpline.
- The school will access advice and support from the Department of Education and Training where appropriate.
- Parents concerned about the response to concerns regarding Bullying should raise concerns with the Principal, as a part of the school's Parent Complaints Policy.

## **How Students Can Deal With Bullying:**

Step 1: Talk to someone you trust.

E.g. Parents; Guardians; Friends; Teachers you trust, or the school counselor.

Step 2: Take personal actions.

E.g. try to ask the bully to stop; keep notes or save texts/emails about who, what and when.

Step 3: Make a formal complaint to a teacher.

E.g. Report bullying to your Home group teacher or member of leadership.

Step 4: The person who the student has reported will be interviewed.

Step 5: Restorative Practices will be used to help resolve the situation if appropriate.

Step 6: If the problem is not resolved or the severity of the bullying may result in the Cohort Leader, Wellbeing Officer or Assistant Principal informing the bully's parents. Appropriate consequences (e.g. community service, detentions or suspension) will be determined.

Step 7: The bully/bullies and the person who has been harassed will be monitored by the teaching staff.

**Review of This Policy:**

This policy will be reviewed every third year or more often if necessary due to changes in regulations or circumstances.

This policy was last ratified by School Council in...	March 2019
This policy will be reviewed by School Council in...	March 2022