ANTI BULLYING POLICY

Rationale
The school will provide a positive culture where bullying is not accepted, where everyone will have the right to be respect from others, the right to learn or to teach, and the right to feel safe and secure in the school environment.

Definitions
Bullying is a pattern of behaviour by one person towards another, which is designed to hurt, injure, embarrass upset or discomfort that person. It can include many behaviours, and may involve physical, verbal, gesture, extortion or exclusion actions.

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

Cyberbullying is a form of bullying which is carried out through an internet service such as email, chat room, discussion group, online social networking, instant messaging or web pages. It can also include bullying through mobile phone technologies such as SMS. It may involve text or images (photos, drawings)
Examples of cyberbullying behaviour are:
• teasing and being made fun of
• spreading of rumours online
• sending unwanted messages
• defamation.
Cyberbullying can happen to anyone and the bully can act anonymously if they want. People can also be bullied online by groups of people such as class groups or collective members of an online community.

Discrimination involves unfavourable treatment of one person by another based on prejudice, especially involving race, colour, religion, gender or sexual preference.

This policy is based on the four principles underpinning the Department of Education and Early Childhood Development’s (DEECD) Framework for Student Support Services. The Framework can be found at:

Guidelines
• All members of the school community have an essential role to consistently model appropriate behaviour.
• The Student Code of Conduct, School Welfare/Discipline Procedures Document and Anti-Bullying Policy will be implemented in a consistent and fair manner by all staff.
• The staff will respond to all reports of bullying.
Implementation

The Framework for Student Support Services describes four levels of activity:
1. Primary Prevention
2. Early Intervention
3. Intervention
4. Restoring Wellbeing

Primary Prevention:
The School’s approach to Primary Prevention is summarised in the Chart, Primary Prevention: Building Belonging and Promoting Wellbeing.

Early Intervention:
The School’s approach to Early Intervention is summarised in the attached Chart, Early Intervention: Strengthening Coping Skills and Reducing Risk.

Intervention: Access Support and Providing Treatment
In every instance of bullying, harassment and discrimination, the School has a duty of care to both the person who has been bullied and the person responsible for the bullying.

The person who has been bullied, harassed or discriminated against has the right to counselling and support and to the protection of well defined sanctions for those who break the guidelines.

Staff members have the responsibility to access support for the person who has been bullied, the person responsible and to implement sanctions in accordance with the policy.

Staff members have the responsibility to inform parents of the students’ involvement and to welcome parents’ efforts to communicate with them.

The staff members at Burwood East Primary School have the responsibility that of:
• Ensuring clear referral procedures are followed.
• Ensuring continuity of care for students in dispute or conflict.
• Monitoring and evaluating progress towards resolution of conflict/ problem.

Restoring Wellbeing: Manage trauma and limit impact
The School has a responsibility to the person being bullied and to the person responsible in the time after the event/s.
• There will be contact/communication with the parents of the person who has been bullied to assess their opinion of the wellbeing of their child. The nature and extent of the support should be determined by the Student Wellbeing Coordinator, Assistant Principal or Principal.
• There will be a compulsory ‘return to school meeting’ for any person suspended as a result of bullying, harassment or discrimination. The meeting should involve the Student Wellbeing Coordinator, Principal or Assistant Principal and the student.
• Parents will be informed of all post intervention steps.

Policy Evaluation
This policy will be reviewed as part of the school’s three year review cycle.