



Anti Bullying

Purpose:

The purpose of this policy is to support the promotion of a safe and respectful school environment and to prevent and address all forms of bullying, cyber bullying and other unacceptable behaviours at Cheltenham Primary School.

Cheltenham Primary School believes everyone is important therefore everyone has the right to feel safe, included and treated with respect all the time.

We work proactively to promote a positive culture within the school environment. Bullying is not tolerated at our school.

Definition:

A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. Bullying behaviour deliberately sets out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear (DEECD Bullystoppers Website 2013) <http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/what.aspx>

Rationale

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

Aims:

- To educate the school community as to what bullying is, and that it is unacceptable.
- To alert the school community for 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 all individuals involved.
- To seek parental and peer-group support and co-operation at all times.

Forms of Bullying include:

- Direct Physical Bullying- Including hitting, tripping, pinching, and pushing or damaging the property of others.
- Direct Verbal Bullying- Including name calling, teasing, insults, intimidation, racist remarks, verbal abuse
- Indirect bullying- Lying and spreading rumours, encouraging others to exclude someone, playing jokes to embarrass or humiliate.
- Cyber-bullying- Using digital technologies to harass, defame or exclude.

Bullying is not:

- A single episode.
- Mutual conflict – an argument or disagreement.
- A single act of social rejection.

Implementation:

Parents, teachers, students and the community will be aware of the school's policy and processes related to bullying and will share the responsibility for ensuring they are implemented successfully. The Student Engagement Policy will support the prevention and response to bullying behaviours within the school.

The school will adopt a four-phase approach to bullying:

A. Primary Prevention:

- All students will be made aware of the need to uphold and adhere to the Code of Conduct and The Rights and Responsibilities as detailed in the Student Values Book and the values listed in the School Strategic plan (2012-2015), which will be addressed and displayed in each classroom every year.
- Ongoing professional development for staff relating to bullying, harassment and proactive counter bullying programs such as Bullystoppers and Friends For Life
- Restorative Practices including circle time will be used to assist students to solve minor issues in the classroom and the playground.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response through newsletter articles and the Internet.
- The provision of programs which promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- 'You Can Do It Education' program implemented across the school.
- 'Friends for Life' implemented at Grade 1,2,4 and 6 Levels
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- The curriculum to include anti-bullying messages and strategies e.g.: 'The Friendly Schools' and 'Bullystoppers' programs.

- Student Representative Council, peer support delegates, staff and students to promote the philosophy of ‘No Put Downs’.
- Students will be provided with the opportunity to undertake assertiveness training, where they can plan and practise responses to unacceptable behaviour and be encouraged to speak for themselves when minor issues arise.
- Grade 5 students will be trained annually to assist all students to deal with minor issues of conflict and disagreement as Peer Mediators.
- Electives and structured activities will be made available to students at recess and lunch breaks that promote cooperative play and respect for others such as sport house competitions.
- The ICT Acceptable Agreement for the use of laptops, ipads and technology equipment agreement will be signed by all Grade Prep -6 students and parents at the commencement of the year.
- All classes will receive E Smart cyber safety lessons regularly and in an ongoing capacity as developed by the Australian Communication and Media Authority.

B. Early Intervention:

- Promote children and staff to report bullying incidents involving themselves or others.
- Classroom teachers and principal on a regular basis to remind students and staff to report incidents of bullying.
- Parents are encouraged to contact the school if they become aware of a problem.
- A designated safe and quiet place for children to access at recess and lunch times will be provided after consultation with parents.
- Public recognition and reward for positive behaviour and resolution of problems at assemblies and in classrooms
- The School Welfare Coordinator will be informed of all incidents.
- The Student Welfare Coordinator will be responsible for the ongoing monitoring of the situation.

C. Intervention:

- Once identified as a bullying situation all concerned will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Any allegations will be followed up.
- Counselling and support will be offered to all concerned.
- If student bullying is identified, both sets of/all parents will be contacted and consequences implemented consistent with the school’s Student Code of Conduct. The Student Welfare Coordinator will provide parents with official DEECD flyers and information on Bullying.
- The Student Welfare Coordinator will make all parties (students, teachers and parents) who are privy to information in relation to bullying incidents aware of the requirement to remain confidential at all times.

D. Post Event

Consequences for students will be individually based and may involve:-

- Monitoring behaviour in the class and yard.
- Exclusion from class.
- Exclusion from yard.
- Withdrawal of privileges.
- Ongoing counselling from an appropriate agency or the Student Support Service Officer.
- School suspension.
- At a school level there will be ongoing monitoring of the behaviour of individuals involved in bullying behaviour, which may include a behaviour management plan which should include rewards for positive behaviour.

Evaluation:

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

Resources:

Safe Schools are Effective Schools DEECD (2006)

National Centre Against Bullying <http://www.ncab.org.au/>

Bullystoppers Make a stand Lend a hand <http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/default.aspx>

Restorative Practices and Bullying – David Vinegrad & Margaret Thorsborne

This policy was ratified by School Council in....

September 2013