

Jells Park Primary School

Anti Bullying Policy

Purpose:

Bullying is deliberate anti-social behaviour with extremely grave consequences for some people. Extensive prevention and intervention programs are required to ensure bullying behaviours are recognised and dealt with effectively. At our school there is a strong focus on positive relationships between students, teachers and parents. Bullying at Jells Park Primary is not tolerated.

What is Bullying?

Bullying behaviour may be defined as having a deliberate intent to hurt, harm, threaten or frighten another person and this behaviour is repeated over time. It involves actions without justification and an imbalance of power. Bullies have an intention to act upon their behaviour and enjoy hurting their victims. Bullying can take many forms and can be subtle. Onlookers and supporters of bullies are also bullies. Bullying may include the following repeated behaviours:

- *Physical*

Hitting, pushing, kicking, or physical violence of any sort

Spoiling someone's game

Hiding or damaging someone's things

Using threats to steal money, food or other items

- *Verbal/Visual*

Put downs, insulting comments and body language

Teasing and name-calling

Making up stories or spreading rumours about someone

Hurtful, untrue or malicious electronic messages including email, Facebook, blogs etc and SMS or other phone messages

- *Social/Emotional*

Hurtful looks

Ignoring or stalking

Making faces or rude gestures

Leaving someone out of a game

- *Cyberbullying*

Direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

Bullying is not the same as arguments, differences of opinion, occasional teasing, rough-and-tumble or schoolyard fights. What makes it different is that the incidents are ongoing, and there is usually an imbalance of size, strength and power between those involved.

Guidelines:

- A school-wide approach to providing a safe and supportive learning environment for all students.
- All aspects of the Anti Bullying Policy are to be carried out in accordance with Department of Education and Early Childhood Development guidelines.
- To ensure that bullying behaviours are identified, reported, recorded, minimised and acted upon.
- To provide appropriate intervention and support programs for students who bully and the victims of bullying.
- To organise preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.

Implementation:

1. Teacher interactions with students have important implications for the level of bullying in the school. Teachers have a significant impact in a number of ways by:
 - Discussing regularly with students what behaviours constitute bullying and the consequences for bullies and those being bullied.
 - Expressing disapproval of, and proactively dealing with, bullying whenever it occurs.

- Listening empathically to students who need support, reassurance and advice when they are victimised.
 - Encouraging and practising cooperative learning behaviours in the classroom.
 - Setting a positive example through interactions with others in the school community.
 - Effectively implementing social competencies programs, particularly the You Can Do It and Values Programs
2. Children are strongly encouraged to report any bullying incidents involving themselves or others.
 3. Parents are encouraged to report any bullying concerns to the school.
 4. All staff will be responsible for actively intervening in any bullying incidents observed or reported.
 5. Duty teachers and classroom teachers will keep an official record of any bullying incidents. Incident sheets will be collected for analysis each term and the gathered data acted upon.
 6. The Assistant Principal will maintain a register of bullying incidents, with all teachers reporting significant and/or repeat offences as they occur, and via the duty or classroom incidence sheets analysed each term.
 7. Parent education regarding bullying will include newsletter articles and Information Sessions.
 8. Preventative strategies will include: transition planning, buddy systems, active playground supervision by teachers at any time, class and year level meetings and school-wide involvement in You Can Do It Program and the Values Program.
 9. The social competencies programs presented on a whole school and classroom level, will promote positive interaction for all students, as well as proactive, modelled routines to respond to some bullying experiences.
 10. Referral to the school Welfare Officer may be made to assist in positive social interactions, anger management, assertiveness training, general off-task behaviours or progress in any areas or aspects of development.
 11. School policies, guidelines and related documents support the Anti Bullying policy, especially Student Discipline, Equal Opportunity, Integration, health-related policies and the revised Student Rights, Rules and Responsibilities Booklet, which sets out rights, responsibilities and consequences of particular behaviours and actions. These policies, guidelines and related documents need to be considered in conjunction with the Anti Bullying Policy and with the DEECD document 'Effective Schools are Engaging Schools'.
 12. Bullies will be dealt with by taking account of the individual needs, the circumstances and the consequences for inappropriate behaviour as outlined in the revised Students Rights, Rules and Responsibilities Booklet and guidelines set out by the Department, where necessary.
 13. The Principal and Assistant Principal will use their discretion in each situation, informed by their knowledge of the context of each incident.

Appendix:

- Behaviour Incident Form
- Playground Incident Record Sheet
- Classroom Incident Record Sheet

References:

- *DEECD Bullying Policy at:*
<http://www.education.vic.gov.au/school/principals/spag/safety/Pages/bullying.aspx>

Evaluation:

Successful implementation of this policy will be measured by:

- Collection of data from the Bullying Register relating to the frequency and seriousness of bullying incidents occurring over the school year.
- Data from the Playground and Classroom Incident Report sheets.
- Data collected from the Student Attitude to School Survey, which is conducted each year.
- Feedback from the annual Parent Opinion Survey.

This policy should be read in conjunction with the Discipline Policy

This policy will be reviewed as part of the four yearly review cycle, unless otherwise indicated.