

# Northcote Primary School

# **BULLYING**

## Policy

### **Definition:**

A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more other people. Bullying behaviour is people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

### **Rationale:**

- The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.
- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community to be alert to 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 those affected by the person bullying and the child who is demonstrating the bullying behaviour.
- To seek parental and peer-group support and co-operation at all times.

### **Implementation:**

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- The school will adopt a four-phase approach to bullying.

#### **A. Primary Prevention:**

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- A bullying survey and yard survey will be administered and acted upon twice annually.
- P-6 social skills program implemented across the school.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Staff and students to promote the philosophy of 'No Put Downs'.
- Electives and structured activities available to students at recess and lunch breaks.

#### **B. Early Intervention:**

- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.

**C. Intervention:**

- Those identified through the Bullying Survey will be counselled.
- Once identified; children's behaviour will be fully investigated and documented.
- Children are offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.

**D. Post Violation:**

- Consequences may involve:-
  - exclusion from class.
  - exclusion from yard.
  - school suspension.
  - withdrawal of privileges.
  - ongoing counselling from appropriate agency for both victim and bully.
- Ongoing monitoring of identified bullying behaviours.
- Rewards for positive behaviour.

**Evaluation:**

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

This policy was last ratified by School Council in.... 2005