DEFINITIONS

1. Bullying is a deliberate and repeated pattern of behaviour by one person or a group towards others which is designed to hurt, injure, embarrass, upset or cause discomfort. It can be deliberate and repeated
   - physical aggression
   - use of put down comments or insults
   - name calling
   - damage to a person’s property
   - spreading of rumours to damage a person’s reputation
   - exclusion from activities
   - setting up of humiliating experiences

2. Cyber bullying is the deliberate and repeated use of the power of the internet or telephone for purposes such as posting personal information with the intention to harass, cause discomfort or spread rumours.

PURPOSE

- To create a safe and caring community which promotes learning in a supportive environment with people who are sharing and caring.
- To help students and members of the school community to differentiate between bullying and inappropriate social interactions (mutual conflict, social rejection or dislike, single episode acts of nastiness, physical aggression)
- To support the implementation of the school’s Code of Conduct.
- To foster social responsibility in all students so that they report any unacceptable behaviour towards others rather than act as bystanders.
- To recognise that incidents of cyber bullying will be treated in the same manner as other forms of bullying

GUIDELINES

- All students are acknowledged and valued as individuals regardless of gender, racial, cultural, religious, physical or intellectual differences.
- All students are informed that if they are bullied, teachers are available to support them and prevent it from happening. Students will be encouraged to report incidents to a teacher, be it the class teacher or yard duty teacher or another teacher within the school.
- The Principal and staff have a responsibility to fairly, reasonably and consistently implement the Code of Conduct.
- All parents are informed that if they believe that their child is being bullied, they should contact the school. This could include a teacher, the Principal or Assistant Principal.
- All members of staff are informed that if they feel bullied by any member of the school community they are to report this to the Principal.
- All teachers are informed of the procedures that are to be followed if an incident of bullying is reported to them.
- All teachers have a responsibility to respond to, investigate, follow up and monitor incidents of bullying.
- All forms of bullying whether it be physical, verbal or cyber are not tolerated at any level.
- All students will sign an Internet Contract as a way of promoting safe use of technology.
IMPLEMENTATION

1. As a school we will develop a values driven culture as per the values in our Student Code of Conduct. This will be supported by skills taught through “You can Do It” education and Classroom Circle Activities.
2. The staff member investigating a bullying incident will use a restorative conference to establish the facts; discuss the impact of the incident; and develop a solution. A period of monitoring will be part of the solution. A record will be kept of the conference.
3. In a case where it is confirmed that the incident is bullying, the school will provide support and opportunity for counselling for the recipient and the student who bullied.
4. If the bullying persists the school will undertake action as per the Student Code of Conduct.

EVALUATION

1. The policy will be evaluated annually. The review process will include ongoing collection of data about bullying through the Parent Opinion Survey, Student Attitudes to School Survey, and playground incident data records.
2. The school has a proactive approach to anti bullying and data will be analysed to inform the future directions of programs at the school.

References
Helen McGrath: Friendly Kids Friendly Classrooms.
Dept of Education, Science and Training : National Safe Schools Framework
Dept of Education, Science and Training : Safe Schools are Effective Schools

This Policy was ratified by School Council on 28th November 2007 and is due to be reviewed in 2010.