



Carrum Primary School 3385

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Anti-Bullying Policy

Definition:

A person is bullied when they are exposed regularly and over time to negative actions on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others repeatedly. They can operate alone or as a group. Bullying can take several different forms, including:

Direct physical bullying: such as hitting, pushing, kicking, spitting or damaging someone's property.

Direct verbal bullying: such as teasing, saying mean things, name calling or racist remarks.

Indirect bullying: Bullying to cause humiliation or embarrassment, including through spreading of lies or rumours, playing mean jokes or social exclusion of a person.

Cyber bullying: Bullying that occurs within the online setting, including sending nasty messages through social media, uploading or sending of photos without permission, exclusion from social media sites.

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 the school and online environment.

Aims:

- To reinforce within the school community that no form of bullying is acceptable.
- 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 and that support is given to both victim and perpetrator.
- To seek parental and peer-group support and co-operation at all times.

Implementation:

- Parents, teachers and community will be made aware of the school's position on bullying.
- The school will continue with existing structures and introduce others as seen to be appropriate.

A. Primary Prevention:

- To provide programs that promote resilience, life skills and protective factors.
 - Bullying survey and yard survey at least twice annually – when an appropriate Education program implemented across the school.
 - Social Skills programs to develop resilience, conflict resolution, assertiveness and problem solving.

- Opportunities for students to develop understandings in becoming digital citizens.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.

B. Early Intervention:

- Establishing bullying reporting systems for students to report incidents of bullying, cyberbullying and other forms of harassment and abuse.
- Promoting the reporting of bullying incidents upon themselves or witnessed.
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is encouraged.
- Parents encouraged to contact school if they become aware of a problem.
- Allocated safe place for a child to access.

C. Intervention:

- Those identified through Bullying Survey will be counselled.
- Once identified, bully, victim and witnesses talked with, and all incidents fully investigated and documented.
- Both bully and victim offered counselling and support.
- If bullying is apparent, parent contacted and consequences implemented consistent with school Student Code of Conduct.
- Ongoing monitoring of identified bullies.

D. Post Violation:

- Consequences may involve
 - Exclusion from class
 - Exclusion from yard
 - Exclusion from computer lab and the use of school devices
 - School suspension
 - Withdrawal of privileges
 - On going counselling from appropriate agency for both victim and bully.

Evaluation:

This policy will be reviewed as part of the school's Annual review cycle.

**This policy was ratified by School Council on 8/8/2017
Due for review August 2018**