

BULLYING BEHAVIOUR

NARANGA SCHOOL POLICY

Definition:

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Bullying behaviour can be:

- **Verbal** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **Physical** e.g. hitting, punching, kicking, scratching, tripping, spitting
- **Social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **Psychological** e.g. spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

Rationale:

Within a framework of Schoolwide Positive Behaviours and Restorative Practices the school will nurture a positive culture where bullying behaviour occurs less frequently and is not accepted. As a result 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.

Aims:

This policy aims to:

- reduce the incidence of bullying
- reduce the incidence of “bystander” behaviours
- treat all incidences of bullying seriously
- create a safe and supportive environment
- provide all members of the school community with options to respond to bullying

Implementation:

- Parents, teachers, students and the community will be aware of the school’s position on bullying behaviours
- The school will continue to implement and build upon existing best practice.
- The school will adopt a four-phase approach to bullying behaviour.

A. Primary Prevention:

- Provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving, anger management and protective factors.
- Interpersonal Development programs that develop resilience, conflict resolution, assertiveness and problem solving.

- Each classroom teacher to clarify at the start of each year the school policy on bullying behaviour.
- Structured activities available to students at recess and lunch breaks. Professional development for staff relating to bullying behaviour, harassment and the strategies that counteract them.

B. Early Intervention:

- Professional development for staff relating to welfare management and social skills development of students.
- Promoting students reporting bullying incidents against themselves or witnessed.
- On a regular basis, teachers remind students to report incidents of bullying.
- Parents encouraged to contact the school if they become aware of a problem.
- Community awareness and input relating to bullying, its characteristics and the school's program and response.
- Classrooms hold regular pro-active circles.
- Restorative Practices implemented.
- Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:

- Those identified will/may be counselled.
- Once identified : bully , victim and witnesses talked with restoratively and all incidents fully investigated and documented.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.
- Ongoing monitoring of identified bullies.

D. Post Violation:

- Consequences for students will be individually based and may involve:
 - exclusion from class
 - exclusion from yard
 - school suspension
- Ongoing counselling from appropriate agency for both victim and bully
- Ongoing monitoring of identified bullies.
- Restorative Practices will be used to restore and repair relationships whenever possible.

Evaluation:

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

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

May 2015