

ANTI-BULLYING POLICY



Purpose:

Cambridge Primary School students have a right to a safe and caring environment which promotes and fosters learning, personal growth and positive self-esteem. The school is committed to providing an environment that treats all individuals with respect, courtesy and care and as a consequence will not tolerate any action that undermines a person's right to feel safe. Action will be taken against those who undermine other students' right to feel safe.

Aim:

Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear. It includes:

- **verbal or written abuse** - such as targeted name-calling or jokes, or displaying offensive posters
- **violence** - including threats of violence
- **sexual harassment** - unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation
- **homophobia** and other hostile behaviour towards students relating to gender and sexuality
- **discrimination including racial discrimination** - treating people differently because of their identity
- **cyberbullying** - either online or via mobile phone.

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- **mutual conflict** - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- **single-episode acts** of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- **social rejection or dislike** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Implementation:

Strategies for the Prevention of Bullying & Cyber bullying

It is a student's right and responsibility to report bullying, whether this happens to them or to someone else. The School will take a proactive approach in the prevention of bullying.

- We will keep adequate records of all bullying incidents.

- Teachers will work with the parents/carers of the victim of bullying, and will assist their son/daughter to avoid being bullied in the future.
- The school will protect and support the victim of bullying, and will assist the student in order to assure that he/she will not be bullied in the future.
- The school will work with the parents/carers of the child bullying and assist the bully to change his/her behavior.
- Provide strategies to parents/carers if their child is being bullied. Refer to the Student Engagement Policy Guidelines - School Actions & Consequences Statement.
- Further transgressions of incidents of a serious nature will require additional counselling with the assistant principals, principal school counsellor and parents/carers.
- Resistance to behavioral change and repeat offences will lead to consequences ranging from detention, through to suspension and expulsion outline in the Student Engagement and Wellbeing Guidelines and Policy.
- The school will work with the parents/carers of the bully to establish joint strategies for behaviour modification. This may include the establishment of a Student Behaviour Management plan.
- The school will organize a parent information night raising awareness of cyber bullying/cyber safety as well as work on strategies to counteract it.
- Staff will follow a classroom program addressing anti-bullying, cyber bullying & cyber safety.
- All students and parents/carers will sign an Acceptable Use Agreement each year, outlining expected ICT and online behaviours.
- A bullying survey will be administered twice yearly to students in Years 1 – 6. Bullies are identified by the student body and they will be made aware of their behaviour. Their behaviour will be monitored by staff and documented on Compass.

Further to this the school will endeavor to implement the following specific classroom programs in an effort to promote and develop positive social skills:

- Peer Support
- Buddies Program
- Life Ed Van/Bravehearts
- Peer Mediation
- Units of work based on developing social skills
- Year 5 and 6 Personal Development/Health and Human Relationships
- Cyber Bullying & Cyber Safety

Responding to bullying & cyber bullying

- Bullying will be given an immediate response on the same day where possible.
- A consistent whole school approach will be used.
- Strategies dealing with bullying need ongoing reinforcement.
- Clear guidelines in the Student Welfare & Discipline Policy, as well as the Student Engagement Guidelines Policy need to be followed when dealing with incidents.
- All incidents will be documented with statements taken from the bully, victim and witness/es on Compass
- Serious situations and repeat offenders will be managed by the principal or their delegate.

Rights and Responsibilities

Staff will:

- Act as appropriate role models exhibiting caring and tolerant behavior.

- Listen without judgment or prejudice to reports of bullying.
- Endeavour to protect the victim from further harm.
- Act to stop the behaviour recurring.
- Encourage and supervise the appropriate use of all play areas.
- Develop and reinforce the social skills of all students and assertive responses through curriculum based units of work and daily classroom interaction.
- Involve students in decision making and promote leadership opportunities.
- Maintain and actively support the buddy program and other classroom based welfare programs.
- Be responsible for ensuring that the Student Engagement Guidelines policy is consistently implemented throughout the school.
- Follow the School Values weekly focus.

Students will:

- Learn to identify bullying behaviour.
- Develop strategies to deal with bullying and bullies.
- Be encouraged to take responsibility for solving the problem by talking to a teacher about any bullying or cyber bullying they experience or witness.
- Refuse to be involved in bullying situations.
- Be aware of the rights and responsibilities of their peers and of staff.
- Be aware of the consequences of bullying and cyber bullying.

Parents/carers will be advised to, encouraged to:

- Listen without blame.
- Help their children develop problem solving skills and cooperation.
- Refrain from trying to sort out the bullies themselves.
- Inform the school if they are aware of or suspect a bullying situation.
- Speak to relevant school personnel.
- Work with the school in seeking a permanent solution.

Furthermore, staff and parents/carers will refer to Component 5: School Actions & Consequences Statement in the Student Engagement Guidelines Policy when dealing with bullying and cyber bullying incidents.

Evaluation:

This policy will be reviewed as part of the school's three year cycle.

<u>Ratification Date</u>	<u>Review Date</u>	<u>Policy Number</u>	<u>Version Number</u>	<u>Date Produced</u>
2019	2022	43	7	August 2000