

## ANTI-BULLYING POLICY

*All members of the Bellevue Heights Primary School community have the right to feel safe.*

### **Bullying**

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. Conflict or fights between equals and **single incidents are not defined as bullying**. Bullying of any form or for any reason can have long term effects on those involved including bystanders. Cyber-bullying refers to bullying through information and communication technologies such as the internet and mobile phones.

### **Harassment**

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment.

### **Violence**

Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death.

Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time. This may constitute an assault, which is a police matter.

### **Discrimination**

Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability.

Discrimination is often ongoing and commonly involves exclusion or rejection and may be subject to investigation under the Equal Opportunity Act 1984.

Everyone at Bellevue Heights Primary School has the **right** to:

- Be safe.
- An equal opportunity to learn.
- Learn and play safely in a safe environment.
- Use technology without fear of abuse and intimidation.
- Express themselves, ask questions and share ideas.
- Be treated fairly, kindly and with respect.
- Access all appropriate school facilities.
- Talk to others about their problems.
- Restoring relationships and resolving conflict through reconciliation.

Everyone at Bellevue Heights Primary School has the **responsibility** to:

- Accept others' right to learn.
- Accept the teachers' right to teach.
- Make our school a safe, secure, happy and attractive place in which to learn.
- Learn and play safely.
- Use technology (e-mail, mobile phones and internet) appropriately.
- Listen to and respect the ideas and feelings of others.
- Follow the school rules.
- Care for all school property.
- Co-operate with others.
- Report incidents and concerns for themselves or others.
- Set a good example.

**Recommended actions:**

- Early in Term 1, all classes develop class agreements and expectations. These agreements will be made clear to all families at school Acquaintance Night and in notes home.
- In collaboration with the Student Welfare Worker implement the *Stop, Think, Do* program which maintains a strong focus on anti-bullying.
- Establish peer-tutoring groups to support a positive transition for new students to the school.
- Single gender groups could be considered when dealing with some aspects of bullying.
- Anti-bullying messages and *Stop, Think, Do* posters and other visual reminders will be displayed around the school.
- *Stop, Think, Do* lessons will incorporate anti bullying messages and proactive strategies for students.
- Implement a Bystander Intervention Awareness Program.
- Cool off and 'safe' benches will be placed around the school with the *Stop, Think, Do* logo above them.
- Family workshops will be held on the *Stop, Think Do* program so that families can use the same language at home.
- The National Safe School audit will be conducted during even years. The Governing Council will be kept informed of the progress of these audits.
- Information about bullying will be disseminated to parents via the newsletter and via BSSOs or interpreters as required.

**School Process for dealing with incidents of bullying or harassment:**

- All incidents of bullying or harassment will be investigated.
- Incidents will be dealt with immediately by gathering information from all involved, including bystanders.
- Teachers will talk with the students involved and refer to leadership and the Student Welfare Worker if necessary.
- Clear notes are to be kept. Incidents will be recorded & monitored in a Behaviour Management folder and EDSAS.

**Consistent with the Student Management Policy, consequences for actions involving harassment or bullying include:**

- Time out, restricted play, removal from the yard or class.
- Informing parents/caregivers when all information has been gathered and consequences determined.
- The victim being informed about action taken. A restorative conference with perpetrator and victim will be facilitated.
- The development of a student behaviour plan if required.
- The involvement of outside agencies if required. This includes behaviour support through DECD Support Services and the police.
- If these behaviours persist or recur, stronger consequences include take home, internal suspension, external suspension and exclusion would occur.