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BULLYING & HARRASSMENT 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. Bullying may be in the form of physical, verbal or mental intimidation. Bullies can operate alone or as a group.

Rationale:

At Currawa Primary School we aim to maintain a safe and secure learning environment that fosters harmonious student and teacher relationships. This is based on the development of the children's self-esteem, self – discipline, justice and equal opportunities. 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 environment. Currawa Primary School has a zero tolerance to bullying.

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:
 - Bounce Back Program,
 - Kids Matter Framework, and
 - Social Skills Program.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
 - Staff and students to promote the philosophy of 'No Put Downs'.

- A buddy program where Year 6 students take a leadership role in supporting the younger students and actively promoting the no-bullying policy.

B. Early Intervention:

- Promoting children reporting bullying incidents upon themselves or witnessed.
- Classroom teachers on a regular basis remind students to report incidents, and that ‘Responsible Reporting’ is not dobbing.
- Parents are encouraged to contact school if they become aware of a problem.

C. Intervention:

5 Step Process

- Once identified; bully, victim and witnesses talked with, and all incidents fully investigated and documented.
- A letter will be sent home from the principal along with the *Reflecting on my Behaviour* proforma that the student has already filled in
- Both bully and victim offered counselling and support.
- If behaviour is still on going the student will attend a parent interview with the Principal and a parent to agree on a behaviour management strategy, (*refer to Behaviour Management Proforma* in the appendix)
- If bullying is ongoing, parents contacted and consequences implemented consistent with school Student Engagement Policy

D. Post Violation:

- Consequences may involve:
 - Withdrawal of privileges, eg. classroom activities, excursions, camps, etc
 - On-going counselling from appropriate agency for both victim and bully, and/or
 - School suspension.

Certification:

This policy was adopted at the School Council meeting held at Currawa Primary School on the _____ day of _____, 2014.

Signed.....

Signed

School Council President

Principal