ANTI BULLYING AND CYBER BULLYING POLICY

DEFINITION:

Bullying is when someone, or a group of people, upset or create a risk to another person's health and safety - either psychologically or physically - or their property, reputation or social acceptance on more than one occasion. Bullies deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment. People who use the internet, email, social networking sites, intranets, phones or similar technologies to bully others are cyber bullies.

RATIONALE:

- Bullying in any form is unacceptable. 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 their school environment.
- Bullying that is carried out through an internet service, such as email, chat room, discussion group or instant messaging or through mobile phone technologies such as short messaging service (SMS) is cyber bullying. Cyber bullying will not be tolerated at any level, and consequences exist for students who choose to bully others.
- This policy also applies to Out of School Hours Care (OSHC) in addition to any policy OSHC may have.

AIMS:

- To reinforce within the school community what bullying and cyber bullying is and the fact that it is unacceptable.
- To enable everyone within the school community to be alert to signs and evidence of both bullying and cyber bullying and to be aware that they have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of both forms of bullying are investigated appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

IMPLEMENTATION:

- Parents, teachers, students and the community will be aware of the school’s position on bullying and cyber bullying. Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- The school will adopt a four-phase approach to bullying.

A. Primary Prevention:

- Professional development for staff relating to all forms of bullying.
- Educate the school community about the seriousness of cyber bullying, its impact on those being bullied and how this behaviour is unacceptable.
- Provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- At the start of each year, each classroom teacher is to clarify with students the school’s policy on bullying, including cyber-bullying.

References: Safe Schools are Effective Schools booklet www.curriculum.edu.au/mindmatters
• Processes ensure staff are aware of student activity on the school’s computer equipment and network. All student’s mobile phones will be stored at the office during school hours.
• The curriculum to include anti-bullying messages and strategies.
• A vigilant and accountable yard duty roster for teachers will be put in place.

B. Early Intervention:
• Encourage children and staff to report bullying incidents involving themselves or others.
• Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
• Regular monitoring of student traffic on school’s computer networks to identify potential problems.
• It is the supervising teachers responsibility to monitor students internet activities.
• Parents are encouraged to contact the school if they become aware of a problem and provide the principal with screenshots and printouts of offending material, including anything that identifies the perpetrator.
• Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:
• Once identified each bully, victim and witness/witnesses will be spoken to, and all incidents or allegations of bullying will be fully investigated and documented.
• Students and staff identified by others as bullies will be informed of allegations.
• Both bullies and victims will be offered counselling and support.
• Removal of cyber bullies from access to the school’s network and computers for a period of time.
• If student bullying persists, parents will be contacted and consequences implemented consistent with the school’s Student Code of Conduct.

D. Post Violation:
• Consequences for students will be individually based and may involve:-
  - exclusion from class.
  - exclusion from yard.
  - detention
  - school suspension.
  - withdrawal of privileges.
  - ongoing counselling from appropriate agency for both victim and bully.
• Reinforcement of positive behaviours.
• Support Structures.
• Ongoing monitoring of identified bullies.
• Rewards for positive behaviour.

EVALUATION:

This policy will be reviewed as part of the school’s three-year review cycle.

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

Name of School Council President………………………………………………… …………………

Signature of School Council President………………………………………………… …………………