



AUBURN PRIMARY SCHOOL
Rathmines Road
Hawthorn East Vic 3123

ANTI-BULLYING POLICY STATEMENT

Rationale:

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.

Goals:

- 1.1 To reinforce understanding within the school community of what bullying is, and the fact that it is unacceptable.
- 1.2 To encourage 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 an observer or a target.
- 1.3 To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both targets and bullies.
- 1.4 To seek parental and peer group support and co-operation at all times.

Definition:

Bullying is when someone, or a group of people, who have more power at the time, deliberately upset or hurt another person, their property, reputation or social acceptance on more than one occasion.

Categories of bullying:

1. direct physical (ie. hitting, tripping, pushing)
2. direct verbal (ie. name calling, insults, verbal abuse)
3. indirect bullying (ie. lying and spreading rumours, mimicking, exclusion, cyber-bullying, encouraging others to socially exclude)

What is NOT bullying: There are three socially unpleasant situations that are often confused with bullying. They are mutual conflict, social rejection and single-episode acts.

Five key factors that identify bullying:

1. the recipient is distressed by what is happening
2. the harmful behaviour is intentional
3. the behaviour is repeated with the same person being sought
4. the recipient is unable to leave the situation ie. the school environment
5. a power imbalance exists (eg. others to back them up, being bigger, having a weapon).

Guidelines:

- 2.1 Parents, teachers, students and the community will be aware of the school's position on bullying.
- 2.2 All members of the school community have a responsibility to abstain personally from bullying, to actively discourage bullying when it occurs, to report bullying when they become aware of it, and to give support to students who are targets of bullying.
- 2.3 Steps and procedures for teachers to follow when they become aware of a potential bullying situation will be outlined clearly in the implementation section of this policy statement.

Implementation:

The school will adopt a four-phase approach to bullying:

PHASE 1 - Primary Prevention:

- 3.1 Staff will participate in professional development relating to bullying, harassment and proven counter measures.
- 3.2 The school will raise awareness of bullying, its characteristics and of the school's programs and response through information contained in the Parents' Handbook at the start of the year.
- 3.3 The school will provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving, such as BOUNCE BACK, which is a classroom resiliency program

integrated into our curriculum planning. (Parents wishing to read the program handbook may borrow a copy from the school library.)

- 3.4 A bullying and yard survey will be administered and acted upon twice annually.
- 3.5 At the start of each school year, classroom teachers will be expected to clarify the school's values, develop a classroom Student Code of Conduct using the agreed format and discuss with students how bullying connects with the Student Code of Conduct.
- 3.6 The curriculum and day-to-day operations in classrooms will include anti-bullying messages, supporting BOUNCE BACK concepts and school values.
- 3.7 Junior School Council, staff and students are expected to promote the philosophy of 'No Put Downs' and the school value of respect through discussion, behaviour and posters.
- 3.8 During recess and lunch breaks, sport equipment will be available to students, "safe" designated areas and a variety of structured activities available to students at various times throughout the school year.
- 3.9 When on yard duty at recess, before and after school and lunch times, staff will be actively vigilant in observing student behaviour in their designated zone.

PHASE 2 - Early Intervention:

- 4.1 Students and staff will be encouraged to report bullying incidents involving themselves or others.
- 4.2 Staff will be expected to keep a record of reported incidents of bullying in their "Classroom Incident Record Book" and in the case of junior grades, the "Junior School Incident Record Book". If reported incidents are substantiated through teacher investigation, parents will be informed.
- 4.3 Parents will be encouraged to contact the school if they become aware of a problem, and will be reminded at the start of each year of behavioural characteristics that may suggest bullying is occurring.
- 4.4 There will be designated safe places in both the Junior and Senior playgrounds for children to access at recess and lunch times.
- 4.5 The school will provide public recognition and encouragement for positive behaviour and resolution of problems.

PHASE 3 - Intervention:

Once identified, each bully, target and witness will participate in a discussion with either the classroom teachers or a member of the staff school leadership team. This discussion will generally follow the premises contained in the NO BLAME APPROACH or the SHARED CONCERN APPROACH.

(Please refer to attached description of these approaches.)

- 5.2 All incidents or allegations of bullying will be fully investigated and documented in Student Incident Record Books.
- 5.3 Both bullies and targets will be offered counselling and support. A non-punitive approach will be adopted.
- 5.4 Parents of those students involved will be contacted and communications will take place regarding the strategies adopted by the school.
- 5.5 Consequences will be implemented that are consistent with the Student Code of Conduct. Appropriate response forms will be completed and forwarded home.

PHASE 4 - Post Violation:

- 6.1 Consequences for students will be individually based and may involve:-
 - exclusion from class
 - exclusion from playground
 - withdrawal of privileges
 - detention
 - school suspension
- 6.2 Follow-up action may involve:
 - reinforcement of positive behaviours
 - classroom meetings
 - support structures for those involved
 - ongoing monitoring of identified bullies
 - rewards for positive behaviour
- 6.3 Consequences for staff will be individually based and may involve:-
 - counselling
 - a period of monitoring
 - a formal support group
 - disciplinary actions

Evaluation

- 7.1 Staff will review documentation over the review period and make judgements based on the data available as to the effectiveness of current processes.
- 7.2 Parents will be asked to participate in the review process and comment on current processes.
- 7.3 Students, via the Junior School Council, will also participate in the review of current practices.

Status

This policy was ratified by the School Council in October, 2006.

It will then be reviewed as part of the school's three year review cycle, unless an earlier review is deemed necessary.

