Anti-Bullying Policy

**Rationale:**
Bullying can make children feel upset, afraid, alone, embarrassed, angry or physically ill. If it is not dealt with the effects of bullying can last through to adult life. Children who are bullied can have a higher risk of mental health problems such as anxiety, stress, low self-esteem or depression.
Bullying is when someone, or a group of people, repeatedly upset or create a risk to another person’s health and safety. This may be done through physical, verbal, psychological, exclusive or cyber means.

**Aims:**
To provide a safe and secure environment for all students.

**Implementation:**
Bullying is addressed as part of the school’s duty of care to provide a safe and supportive environment.
Our student Code of Conduct identifies goals and standards for student behaviour, included in the Code are anti-bullying strategies which aim to promote positive student behaviour, the prevention of anti-social behaviour and the encouragement of respect, compassion and cooperation.
A whole-school approach has been developed that focuses on safety and wellbeing throughout all school practices.
Teachers will explicitly address appropriate social behaviour each term and maintain ongoing dialogue with their students to ensure a whole school understanding of bullying, using the information provided by the Department. Children will be guided through the actions recommended if they are bullied – teachers may use role play, make booklets, create visual prompts or signs to keep children alerted of what they can do.
Teachers are also required to:
- Be observant of signs of distress or suspected incidents of bullying
- Be vigilant when doing yard duty
- Arrive promptly to class/line up areas
- Encourage children to report bullying incidents
Once staff are told of a bullying incident and where appropriate they will:
- Inform the principal or the assistant principal of the incident(s)
- Counsel and support all the children involved
- Monitor the welfare of the victim
- Inform both sets of parents/carers of the incident
- Contact and work with outside agencies, such as the school psychologist for both offender and victim
Possible consequences for students engaging acts of bullying could include:
- Rethink
- Restorative chat
- Written apologies
- Loss of part of recess and lunchtimes
- Attendance at anti-bullying course
- Detention
- Suspension
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Important aspects of the school Anti-Bullying Program include:

- Restorative Justice strategies
- Circle Time
- Peer, group and class conferences
- Peer Mediation Program
- Better Buddies program, Junior School Council representatives, Student Leaders Program
- Positive behaviour management strategies used by all staff with all children
- A focus on developing positive student-student and teacher-student relationships
- Bounce Back Program and ‘You Can Do It!’ Program
- Structured lunchtime programs
- Provision of the school psychologist or an outside agency to work with the victim and offender.

Evaluation:
The Anti-Bullying program will be evaluated by the Leadership Team in Term 3 of each year, using data from:

- Staff and Parent Opinion Surveys
- Attitudes to School Survey
- An annual bullying survey which asks if students have been bullied, where and how often
- This policy will be reviewed as part of the school’s three-year review cycle.