

Rationale:

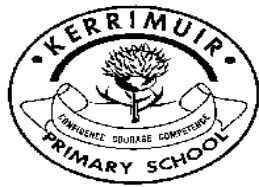
Bullying is when someone, or a group of people, upset or create a risk to another person's health and safety - either psychologically or physically - or their property, reputation or social acceptance on more than one occasion.

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 regularly speak with the children they teach, 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
- Staff will attend regular school-based professional development sessions to ensure they are up to date with current best practices and provide a consistent approach to maintain a safe and supportive learning environment and workplace.
- 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 the children involved
 - Monitor the welfare of the victim
 - Inform both sets of parents / carers of the incident
 - Contact and work with outside agencies



- Possible consequences for acts of bullying could include:
 - Rethink
 - Restorative chat
 - Written apologies
 - Loss of recess and lunchtimes
 - Attendance at anti-bullying course
 - Detention
 - Suspension

- Important aspects of the school Anti-Bullying Program include:
 - Restorative Justice strategies
 - Circle Time
 - Peer, group and class conferences
 - Bullying survey conducted in Term 2 each year by the Assistant Principal
 - 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-students relationships
 - Bounce Back Program and 'You Can Do It' Program
 - Positive Behaviour Posters throughout the school
 - Structured Lunchtime Programs

Evaluation:

- The Anti-Bullying program will be evaluated by the Leadership Team in Term 3 of each year, using data from:
 - Bullying surveys
 - Staff and Parent Opinion Surveys
 - Attitudes to School Survey

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