



Anti-Bullying and Harassment Policy

Relationship to existing policies

This policy supersedes the Anti-Bullying Policy

Rationale:

Bonbeach Primary School is committed to providing a safe and caring environment which fosters learning, personal growth, positive self-esteem, respect for others and does not tolerate bullying.

Bonbeach Primary School is committed to ensuring that Ministerial Order 870 – Child Safety Standards are adhered to at all times.

DEFINITIONS:

Bullying

Bullying is when someone, or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

Bullying can take many forms. At Bonbeach Primary School we consider the following behaviours to be bullying:

<http://www.education.vic.gov.au/school/principals/spag/safety/pages/bullying.aspx>

| Category | Examples |
|--------------------------|--|
| Direct physical bullying | hitting, kicking, tripping, pinching and pushing or damaging property |
| Direct verbal bullying | name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse. |
| Indirect bullying | action designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes: <ul style="list-style-type: none"> • lying and spreading rumours • playing nasty jokes to embarrass and humiliate • mimicking • encouraging others to socially exclude someone • damaging someone's social reputation or social acceptance |
| Cyberbullying | direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces. |

Note: Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management.

Mutual conflict

Involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

Social rejection or dislike

This is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Single-episode acts

Single episode acts of nastiness or physical aggression are not the same as bullying. If someone is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different people is not the same as bullying. However, this does not mean that single episodes of nastiness or physical aggression should be ignored or condoned as these are unacceptable behaviours.

<https://bullyingnoway.gov.au/WhatsBullying/DefinitionOfBullying/Pages/Harassment.aspx>

Harassment

Harassment is behaviour that targets an individual or group due to their:

- identity, race, culture or ethnic origin
- religion
- physical characteristics
- gender
- sexual orientation
- marital, parenting or economic status
- age
- ability or disability.

It offends, humiliates, intimidates or creates a hostile environment. It may be:

- an ongoing pattern of behaviour or a single act
- directed randomly or towards the same person(s)
- intentional or unintentional.

Examples of harassment include where students:

- ridicule someone who doesn't speak English
- tease someone who wears different clothes due to religion/beliefs
- make suggestive comments or insults based on sex
- make fun of someone who needs a wheelchair or walking frame for mobility
- put down someone who is obese or very thin
- tell offensive jokes deliberately to put down a particular societal group.

IMPLEMENTATION:

Whole School

At Bonbeach Primary School we will:

- openly discuss bullying ~ what it is, how it affects us and what we can do about it;
- teach our students the skills which will build their self-esteem and empower them to take responsibility for themselves and give the opportunity to practise these skills;
- support a Welfare team that will clearly outline and discuss at a staff meeting the definition and policy on bullying and harassment; and
- inform the parent community about the Anti-Bullying and Harassment Policy.

Staff

- Model appropriate anti-bullying behaviours.
- Deal with all reported and observed incidences of bullying as set out in the Well-Being and Discipline Policy.
- The Welfare Team (consisting of the Student Welfare Officer and other members of staff) will assist in the promotion of social skills and various school programs that provide a safe and caring environment, e.g., Restorative Practices (a program whereby students are supported by a staff mediator to discuss any student concerns and repair relationships) and Values Program (each week the schools core values are promoted during circle time activities to help develop positive behaviours and relationships).

Students

- To 'tell' if they are being bullied or harassed, or observe someone else being bullied or harassed.
- To help someone who is being bullied or harassed.
- To not bully or harass others.

Parents

- To watch for signs that their child may be being bullied or harassed.
- To speak to the Principal/Assistant Principal/Class Teacher if they suspect their child is being harassed, bullied or bullying.

EVALUATION:

The Principal to review incidences of bullying recorded in class 'Time Out' log.

REPORTED BULLYING:

Incidences of bullying should be reported to any teacher or Principal by children and their parents as soon as possible.

Any bullying incidences reported will be dealt with and recorded. These records will be constantly updated and kept until the program is evaluated and reviewed each term.

STAFF ACTION WHEN A BULLYING INCIDENT IS REPORTED OR OBSERVED:

When bullying is reported or observed:

- The Principal/Assistant Principal will meet directly with the students involved and remind them that the behaviour is not acceptable.
- Inform the class teacher of the incident and record this in class time out log.
- If the incident is repeated ~ separate the offending child for a 'time-out'.
- Assist the student to take control of their behaviour to eliminate further bullying.
- The Principal will contact the parents. Remind them of the policy and ask for their cooperation in helping the child from bullying others.
- Appropriate measures under the Code of Conduct are followed.

Staff

Bonbeach Primary School expects all employees to behave in a professional manner and to treat each other with dignity and respect when they are at work.

Bonbeach Primary School is committed to providing all employees with a healthy and safe work environment free from bullying. Bullying is not an acceptable part of our work culture and can harm a person's health and well-being.

Bullying is a repeated unauthorised behaviour that is intimidating, humiliating or hurtful. Examples of behaviour that could be bullying include:

- Verbal abuse
- Humiliating someone through sarcasm or insults
- Intimidation

Anyone who experiences or witnesses bullying should report it as soon as possible. When bullying is reported it will be investigated quickly in accordance with our procedures. Where necessary, a formal investigation will be undertaken and disciplinary action may result. The reporting and investigation procedures for dealing with bullying are set out in the staff handbook.

Every employee principals, teachers, ES staff, ancillary staff and contract personnel has a responsibility to comply with this policy.

Parent complaints and grievances

Bonbeach Primary School will ensure that procedural fairness will be followed at all times. If you believe an issue has not been addressed, raise the issue with the Principal. Matters that have not been resolved to a satisfactory conclusion may be raised with the Department of Education.

If you would like to make a complaint to the Department of Education, visit <http://www.education.vic.gov.au/school/parents/complaints/Pages/default.aspx> or call (03) 87655600. Please be aware that the issue you raise might be governed by Department policies and guidelines.

Policy Evaluation:

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

Approved by School Council on: 14th November 2017