



Anti-Bulling Policy

POLICY STATEMENT:

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.

DEFINITION:

Bullying is defined as “involving the continuous psychological, emotional, social and physical harassment of one person by another”. Bully Busting- Evelyn Field.

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

Physical ~ For example: hitting, pushing, taking or damaging someone’s property, invasion of personal space etc.

Verbal ~ For example: name calling, teasing, threatening, picking on someone because of their race and gender etc.

Indirect ~ For example: spreading rumours, repeatedly excluding someone from the group, stand over tactics etc.

Cyber Bullying ~ For example: inappropriate emails or comments on social media, deletion or movement of files, accessing other peoples documents etc.

IMPLIMENTATION:

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.
- At the beginning of the year the Welfare Team will clearly outline and discuss at a staff meeting the definition and policy on bullying and harassment.
- The Welfare Team will inform the parent community about the anti-bullying 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 will assist in the promotion of social skills and various school programs that provide a safe and caring environment. For example: 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 observe someone else being bullied.
- To help someone who is bullied.
- To not bully others.

Parents

- To watch for signs that their child may be being bullied.
- To speak to the Principal/Assistant Principal/Class Teacher if they suspect their child is being 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.
- Warn the bully of the consequences of further incidences.
- 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.

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.