

NO BULLYING

POLICY

HARTWELL PRIMARY SCHOOL

Definition:

A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more other people (this includes in an electronic environment). Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

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, and a right to feel safe and secure in their school environment.

Aims:

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- 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 observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

Implementation:

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- The school will adopt a four-phase approach to bullying.

A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- A Restorative Practice program is implemented across the school including Circle Time sessions.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Student Representative Council, staff and students to promote the philosophy of 'No Put Downs'.
- Electives and structured activities available to students at recess and lunch breaks.

B. Early Intervention:

- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers who, on a regular basis remind students to report incidents, and that reporting is not dobbing.
- Parents are encouraged to contact school if they become aware of a problem.
- School Library- designated safe and quiet place for children to access at lunch times.
- Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:

- Once identified; bully, victim and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- When bullying is ongoing, parents will be contacted and consequences implemented that are consistent with the school's Engagement and Wellbeing Policy.
- Both bully, victim and as appropriate family; will be offered counselling and support.

D. Post Violation:

- Consequences may involve:-
 - exclusion from class.
 - exclusion from yard.
 - school suspension.
 - withdrawal of privileges.
 - ongoing counselling from appropriate source for both victim and bully.
- Ongoing monitoring of all parties.
- Rewards for positive behaviour.

Evaluation:

This policy will be reviewed with student, parent and community input as part of the school's review cycle.

POLICY LINKS: HPS Student and Wellbeing Policy and HPS Cybersafety Policy

This policy was last ratified by School Council in....

September 2011