

ANTI-BULLYING

BRUNSWICK EAST PRIMARY SCHOOL POLICY

Definition:

Bullying is the ongoing, intended, negative or harmful actions that one or more individuals do towards another individual. Those affected feel pain or distress.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (eg. hiding book, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Verbal	name-calling, sarcasm, spreading rumours, teasing
Sexual	unwanted physical contact or sexually abusive comment
Cyber	internet misuse, mobile threats by messaging or texts, misuse of camera or video facilities

Why it is important to respond:

Bullying hurts. Everybody has the right to be treated with respect and no-one deserves to be a victim of bullying. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

All staff at B.E.P.S are committed to providing a caring, friendly and safe environment for all students. Bullying in any form is unacceptable. Issues of bullying will be dealt with promptly and effectively. Students who witness bullying are expected to tell staff.

What Bullying is not:

Many distressing behaviours are not examples of bullying even though they are unpleasant. Examples of this include single episode mutual disagreements, social rejection or acts of random aggression or intimidation.

Rationale:

- B.E.P.S. 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 or to teach, and a right to feel safe and secure in their school environment.

Aims:

- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to all affected parties.
- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- All member of the BEPS community can play an active role by reporting incidences of bullying
- To inform parents about incidents of bullying and to enlist their support.

References:

www.curriculum.edu.au/mindmatters

Circular 41/2002 VicHealth Publicity for Partnership Campaign Together We Do Better: Department Participation

www.bullyingnoway.com.au

www.eduweb.vic.gov.au/bullying/index.htm

Implementation:

- The school will have clear explicit procedures for dealing with bullying
- All teachers at BEPS share the responsibility for addressing bullying through class programs and yard duty supervision and by modelling behaviour consistent with school values
- The school community will support the school's whole school strategies to address bullying
- Parents, teachers, students and the community will be aware of the school's position on bullying
- Implementation of anti-bullying and anti-harassment strategies will be consolidated through related school policies including BEPS Student Code of Conduct, and BEPS Student Wellbeing Policy

A. Primary Prevention:

- Provide professional development, resources, and preventative strategies for staff on bullying and harassment
- Increase community awareness and input relating to bullying, its characteristics and the school's programs and response
- Provide access to a range of programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving on site or through external agencies
- Monitor yard behaviour and continue evaluation to inform planning and to ensure prompt responses to incidences of unsafe or disrespectful yard behaviour
- Explicit teaching of interpersonal skills will be undertaken by classroom teachers
- Promote safe and friendly behaviours through Junior School Council
- Make a range of activities available to students at recess and lunch breaks
- Provide recognition for positive behaviour and resolution of problems

B. Early Intervention:

- Promote the reporting by children and staff of bullying incidents through regular reminders by classroom teachers and Principal
- Encourage parents to contact the school if they become aware of a problem
- Fully investigate and document all incidents or allegations of bullying with those involved and witnesses

C. Intervention:

- Plan strategically and pro-actively for those students identified through the Early Intervention strategies, ensuring longer term management
- Fully investigate and document all incidents or allegations of bullying with those involved and witnesses
- Offer counselling and support for all affected parties
- Consequences for students will be individually based and may involve:-
 - exclusion from class
 - exclusion from yard
 - formal reflection time
 - withdrawal of privileges
 - ongoing counselling from appropriate agency
 - ongoing monitoring
 - school suspension

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- Consequences for staff will be individually based and may involve:-
 - counselling
 - a period of monitoring
 - a formal support group
 - disciplinary action

Support Structures will be available throughout each stage which include:-

- Reinforcement of positive behaviour
- Recognition for positive behaviour
- Communication meetings with parents or caregivers

Evaluation:

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

This policy was last ratified by School Council on the 4th February 2008