



SANDRINGHAM EAST PRIMARY SCHOOL Bullying & Harassment - Students

Rationale

A person is bullied or harassed 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/harassing with the bullies or bullies having more power at the time due to age, size, status or other reasons.

The school will provide a positive culture where bullying/harassing is not accepted, and in so doing, all will have the right from others, the right to learn or to teach, and a right to feel safe and secure in their school environment at all times.

Aims

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To alert everyone within the school community of the signs and evidence of bullying and to ensure bullying is reported to staff whether a person is an observer or a victim.
- To ensure that all reported incidents of bullying are followed appropriately.
- To seek parental and peer-group support and co-operation at all times.

Implementation

- Bullying may consist of physical harm, harassment, verbal insults or hurtful remarks, or actions designed to hurt somebody's reputation, social standing or to cause humiliation. Bullying may be carried out directly or indirectly, and may include the use of digital technologies such as social network sites, websites or online chat rooms.
- Our school has adopted a zero position on bullying.
- Our school will combat bullying by providing a safe, secure and stimulating learning environment based on the Effective School's model.
- We are part of the Beachside schools implementing the Bullystoppers initiative as stipulated on the site; *Bullystoppers.com.au*
- Our Student Engagement and Inclusion Policy and Program will be read in conjunction with this policy.

Primary Prevention will be implemented through :

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Each classroom teacher clarifying with students to understand the types of bullying, as well as the consequences and impact of bullying.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response, complemented by clear processes for reporting suspected bullying.
- The provision of programs that promote inclusiveness, resilience, life and social skills, assertiveness, conflict resolution and problem solving which will form an integral part of our

curriculum. In particular, assertiveness training and bystander training that builds skills in children to challenge and/or report unacceptable behaviour will be central to our curriculum

- The 'You Can Do It' education program to be implemented across the school.
- Anti-bullying messages and posters will be displayed around the school.
- Junior School Council, House Captains, Vice Captains, staff and students to promote the philosophy of 'No Put Downs'. This will be continually discussed in classrooms during circle time.
- A Buddy System will be introduced across the school, complemented by peer mediation program.
- Structured activities will be available to students at lunch breaks such as lunch club, choir, build it, Chess or library.
- Teachers will be trained in cyber safety through the eSmart Program.
- Cyber safety awareness programs will be provided for parents and will form part of each child's ICT curriculum.

Isolated, Infrequent or Less Serious Incidents:

- All instances of suspected bullying or inappropriate behaviour must be responded to by staff.
- Parents are encouraged to contact the school if they suspect a bullying or behavioural issue for their child which we can address.
- The school will reinforce with children the importance of appropriately reporting incidents of inappropriate behaviour involving themselves or others, and the imperative that staff respond appropriately and proportionally to each allegation consistent with the school's *Student Engagement and Inclusion Guidelines*,
- Parents are to be contacted if their child is alleged to have been bullied or experienced inappropriate behaviour, or if their child appears to have behaved inappropriately or bullied someone else.
- Appropriate and proportional consequences may include a verbal apology, writing a letter of regret, Restorative Chat conduct by teacher, school counsellor or Principal/Assistant Principal, loss of privileges etc.
- Public recognition and reward for positive behaviour and resolution of problems will occur as appropriate.
- It is important that our school is a safe environment and no child is allowed to hurt another child for any reason.

Repetitive or Serious Incidents:

- Serious incidents and/or repetitive incidents of bullying or unacceptable behaviour must be reported, responded to by staff and documented.
- Serious incidents are those that include physical assault, sexual assault, and criminal activity involving theft or serious damage of property, serious threats or homophobic bullying.
- All such incidents or allegations will be properly investigated and documented. Depending upon the nature of each incident, they may be also be reported to and investigated by police, reported to the Student Critical Incident Advisory Unit, and/or reported to the Department's Emergency and Security Management Unit.
- The school may contact support professionals such as Councillors and/or Student Support Officers for assistance and support.
- Students, staff and parents identified by others as bullies will be informed of allegations.

- Both bullies and victims will be offered counselling and support.
- All repetitive or serious incidents must be brought to the attention of the Principal class members of the school.
- The most appropriate staff member will contact parents of the targeted child. Principal class members will contact alleged perpetrators unless advised by police as appropriate.
- Regional office will provide support as appropriate, and the Principal will monitor the investigation and review the situation until matters are appropriately resolved.
- Consequences of repetitive or serious incidents may include criminal charges, suspension, expulsion, loss of privileges, counselling, conciliation or any other consequences consistent with the school's *Student Engagement and Inclusion Guidelines and Student Code of Conduct*.
- A management strategy for all parties will be developed in consultation with the students and parents involved.
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Post Incident:

It is important that appropriate strategies are put in place after the incident has been resolved for all students involved.

Appropriate strategies may include:-

- conciliation meetings between all parties
- ongoing monitoring of students involved.
- identification of an agreed key contact staff member for each student involved.
- follow-up meetings regarding each child's management strategy.
- ongoing communication with parents.
- counselling from appropriate agencies of support officers for both parties.
- reinforcement of positive behaviours and appropriate behaviour strategies.

Evaluation

This policy will be reviewed as part of the school's review cycle unless an issue arises which requires earlier review or there is a change of process from DET.

This policy was ratified by School Council March 2015