

HAWKESDALE P12 COLLEGE



Bullying Policy

DEFINITION

A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

POLICY PURPOSE

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

GUIDELINES

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To promote healthy, respectful relationships.
- Everyone within the school community has the responsibility for reporting bullying incidents to staff
- 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.
- Parents, teachers, students and the community will be aware of the school's position on bullying.

IMPLEMENTATION

- Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- A mental health framework will be implemented to support mental health wellbeing of the school community.
- The school will adopt a four-phase approach to bullying.

PHASE 1 PRIMARY PREVENTION

- Professional development for staff relating to bullying, harassment and proven counter measures.
- School staff will model healthy, respectful communication and relationship skills.
- School Community awareness and input relating to bullying (including cyber-bullying), its characteristics, its effects on victims and the school's programs and response.
- Provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Restorative practices used when dealing with students involved in bullying.
- Clearly understood class rules, expectations, procedures and consequences.
- Each classroom teacher to clarify with students at the start of each year the school policy on bullying, including cyber-bullying, with regular reminders delivered throughout the year.
- All secondary students to sign an Acceptable Use of ICT Agreement on enrolment or as required. The agreement also includes the management of cyber bullying.
- The curriculum to include anti-bullying messages and strategies e.g.: restorative practices language and processes to become whole school language for solving conflict resolution.
- Targeted social Skills programs implemented on a yearly basis to develop positive social relationships between

- students.
- School wide positive behaviour intervention program

PHASE 2 EARLY INTERVENTION

- Promote student reporting of bullying incidents involving themselves or others.
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying and promote bystander assertiveness skills.
- Regular monitoring of student traffic on school's computer networks to identify potential problems.
- Parents are encouraged to contact the school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems. Respect, Resilience and Responsibility awards to be given at assembly celebrating the values to be encouraged at school.
- Parents to be contacted of bullying incidents (victim and bully).
- Time out zone within the school as a reflective place before incidents escalate.

PHASE 3 INTERVENTION

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed of allegations. Parents to be contacted.
- Both bullies and victims will be offered counselling and support
- School computer access will be restricted for cyber-bullies for a period of time
- If student bullying persists parents will be contacted and consequences implemented consistent with the school's Student Engagement policy and relevant legislation.

PHASE 4 POST VIOLATION

- Reinforcement of positive behaviours and behaviour change
- Classroom Meetings will occur to reinforce expectations regarding respected relationships.
- Support Structures will include the School Chaplain, School nurse, year level coordinators and community services such as Headspace.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour with positive incentives for positive behaviour change.
- Consequences for students will be individually based and may involve:
 - ▶ Teaching social problem solving strategies and mending of relationships
 - ▶ Exclusion from class.
 - ▶ Exclusion from yard.
 - ▶ School suspension.
 - ▶ Withdrawal of privileges.
 - ▶ Ongoing skill development from appropriate agency for both victim and bully.

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

REFERENCE:

- This policy has been developed in conjunction with the DET's School Policy and Reference Guide <http://www.education.vic.gov.au/school/principals/spag/Pages/spag.aspx>.

This policy was ratified by school council on _____