

POLICY – Anti – Bullying

Rationale/Purpose

Every person in our school community has the right to feel safe and have a sense of belonging. A person who bullies another is denying them that right. The school will not tolerate any action that undermines a person's right to feel safe, and it will take whatever steps are necessary to stop such behaviour.

Guidelines:

The essential feature of bullying behaviour is the inappropriate use of power by one or more persons over another person or group that is deliberate and chronic or repeated over time.

Examples of bullying and harassment include but are not limited to:

- Verbal abuse including name calling, racist remarks, teasing;
- Physical attacks;
- Social exclusion including ostracism, ignoring, alienating; and
- Psychological abuse including acts that instill a sense of fear or anxiety.

Implementation:

Newport Gardens Primary School will implement the Framework for Student Support Services in Victorian Government Schools through:

- encouraging a climate of cooperation and mutual respect through its leadership, teaching practices and modelling of desired behaviours;
- implementing comprehensive social skills emphasising a 'no-blame' restorative justice approach;
- implementing a comprehensive transition program;
- ensuring that management practices are democratic and collaborative; and
- ensuring the consistent and fair application of school rules.

Intervention/ Restoring Wellbeing

The school has developed the following protocols to assist in a timely and comprehensive response to reports or observations of unacceptable behaviours. This protocol will be reviewed and updated as programs in conflict resolution and assertiveness are incorporated into the school curriculum.

- The school will keep adequate records of all reported bullying incidents through the 'Student Management Tool.'
- The school will, where appropriate, work with the parents of the victim/target to assist their child to respond to bullying behaviour;
- The school will protect and support the victim/target of bullying, and will assist the student in order to assure that they will not be bullied in the future;
- The school will initially assist the bully to change his/her behaviour and impose appropriate sanctions that adequately reflect the behaviour;
- Further transgressions will require additional counseling with the principal, assistant principal or school counselor and if necessary further sanctions;
- Resistance to behaviour change and repeated offending will lead to consequences ranging from detention, through suspension to expulsion; and
- The school will work with the parents of the child with the bullying behaviour to establish joint strategies for behaviour modification

References:

Ratified by School Council: 2011

To be Reviewed: 2014

“Nurturing Our future”