



Exford Primary School

BULLYING AND HARASSMENT POLICY (2016)

PREPARED BY:	Lisa Campo
APPROVED BY COUNCIL:	18 May 2016
REVIEWED:	May 2017

AIM:

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

GUIDELINES:

1. Definition and Examples:

Bullying is repeated oppression, physical or psychological, of a less powerful person by a more powerful person or group.

Cyber bullying is a form of bullying which is carried out through an internet service or mobile phone technology.

Some examples of bullying include:

- Any form of physical violence such as hitting, pushing or spitting on others.
- Interfering with another's property by stealing, hiding, damaging or destroying it.
- Using offensive names, teasing or spreading rumours about others or their families.
- Using put downs, belittling others' abilities and achievements.
- Writing offensive notes or graffiti about others.
- Making degrading comments about another's culture, religious or social background.
- Hurtfully excluding others from a group.
- Making suggestive comments or other forms of sexual abuse.
- Ridiculing another's appearance.
- Forcing others to act against their will.
- Spreading rumours online or sending unwanted messages.

2. The Rights of Students with Respect to Bullying at School:

All students have a right to:

- Feel safe and secure at school, to work, play and move from place to place without being harassed or bullied.
- Travel to and from school safely without being harassed or bullied.
- Be treated with fairness and respect, regardless of gender, race or disability.
- Have personal and school property respected.
- Expect a resolution of their problems, to be able to tell their side of the story in a dispute within a supportive environment and to be taught strategies to solve problems.

3. The Responsibilities of Students Who Witness Incidents of Bullying:

Students have the responsibility to:

- Refuse to be involved in any bullying situation, at school and while travelling to and from school. If present when bullying occurs the student should report the incident or suspected incident to a teacher or other adult.
- Help to make our school a happy and safe place.
- Treat others (parents, students, and teachers) with consideration, tolerance and respect, accepting individuality.
- Respect the property of others and the school.
- Seek to resolve conflict in a positive and cooperative manner.

4. The Responsibilities of Parents:

The school recommends that parents:

- Watch for signs of distress in their child, eg unwillingness to attend school, bed wetting, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising.
- Take an active interest in their child's social life and acquaintances.
- Advise their child to tell a staff member about bullying incidents.
- Inform the school if bullying is suspected.
- Do not encourage the child to retaliate.
- Communicate to their child that parental involvement, if necessary, will be appropriate for the situation.
- Be willing to attend interviews at the school if their child is involved in any bullying incident.
- Be willing to inform the school of any cases of suspected bullying even if their own child is not directly affected.

5. What the School Will Do to Counter Bullying on the Premises:

The staff has a responsibility to:

- Be role models in word and action at all times.
- Be observant of signs of distress or suspected incidents of bullying.
- Make efforts to remove occasions for bullying by actively patrolling during Yard Duty and by supervising effectively within the buildings.
- Arrive at class on time and, where appropriate, move promptly between lessons.
- Take steps to help victims and remove sources of distress without placing the victim at further risk.
- Report suspected incidents to the appropriate staff member, such as Student Wellbeing Officer, class teacher, PLT leader, Assistant Principal, Principal, who will intervene with appropriate strategies (e.g. Assertiveness training, Restorative Practice, mediation) or provide consequences for infringements of the school's code of co-operation.
- Provide opportunities for students to learn how to behave cooperatively and in a friendly manner to others.
- Provide opportunities for parents to participate in parenting training.
- School Wide Positive Behaviours - hierarchy of behaviour implemented across the school

6. An Undertaking to Evaluate the Policy:

This policy will be evaluated annually through:

- The annual Parent Opinion Survey.
- Examination and analysis of the register of reported incidents.
- The annual Attitudes to School Survey.