

# C.P.S BULLYING

## POLICY

### **Definition:**

A person is bullied when one or more persons 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. It may be expressed physically, verbally, by gestures, extortion or exclusion. Bullying may occur in person or via other means such as electronic media.

### **Rationale:**

- The school will provide a positive culture where bullying is not accepted. 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 reinforce within the school community what bullying is, and the fact that it is unacceptable.
- For everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it, whether as observer or victim.
- 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.

### **Implementation:**

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- The school will adopt a three phase approach to bullying.

#### **A. Primary Prevention:**

Staff will:-

- be observant of signs of distress or suspected incidents of bullying
- undertake professional development related to bullying and harassment
- role model in words and actions
- clarify school rules at the start of each year
- provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- reinforce positive attitudes and behaviours
- take steps to help victims and remove sources of distress

Students will:-

- report suspected incidents
- refuse to be involved in any bullying situations
- be assertive and tell offenders to stop

Parents will:-

- if possible, encourage their children to report and deal with problems themselves
- encourage their children to be verbally assertive rather than retaliate with like actions
- inform the school if bullying is suspected

References:

[www.curriculum.edu.au/mindmatters](http://www.curriculum.edu.au/mindmatters)

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

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)

[www.eduweb.vic.gov.au/bullying/index.htm](http://www.eduweb.vic.gov.au/bullying/index.htm)

**B. Intervention:**

- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
- 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 identified by others as bullies will be informed of allegations.
- If student bullying persists, parents will be contacted and appropriate action taken
- Both bullies and victims will be offered counselling and support.

**C. Post Violation:**

- Consequences for students will be individually based and may involve:-
  - exclusion from class.
  - exclusion from yard.
  - school suspension.
  - withdrawal of privileges.
  - ongoing counselling from appropriate agency for both victim and bully.
- Rewards for positive behaviours
- Meetings and support structures as appropriate.
- Ongoing monitoring of identified bullies and victims.

**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 in

August 2008