



STUDENT WELLBEING (ANTI-BULLYING)

WOADY YALOOK PRIMARY SCHOOL

Policy Statement:

Our school is committed to providing a safe and caring environment and culture, which enables positive relationships to be formed amongst all students and staff, and which encourages self-esteem, cooperation, personal growth and a positive attitude to learning and teaching. A clear policy on bullying (including cyberbullying) and harassment will inform the community that **bullying and harassment in any of its forms will not be tolerated.**

Aims:

- To reinforce within the school community that no form of bullying is acceptable.
- Everyone within the school community is alerted to signs and evidence of bullying and has a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.
- To seek parental and peer-group support and co-operation at all times.

Definition:

Bullying is any act that causes hurt or fear in another person by the inappropriate use of power by an individual or group. It may be deliberate or a result of thoughtlessness. It may be a physical attack on the person or their property. It may be verbal teasing or insulting. It may be indirect such as spreading rumours, excluding people from groups or manipulation of others to mistreat another student.

It is usually deliberate and repetitive.

The bullying may be physical or psychological (verbal and non-verbal).

Physically, it includes pushing, hitting, punching, kicking or any other action causing hurt or injury.

Verbally, includes insults, taunts, threats, rumours and ridicules. **Non-Verbally**, includes rude gestures, offensive messages via phone, email, internet etc or written.

Psychologically, it includes physical intimidation and ostracism.

Interference with, or damage to personal property, may be included as bullying

Cyberbullying, consists of covert, psychological bullying, conveyed through the electronic mediums such as mobile phones, web-logs and websites, online chat rooms, "MUD" rooms and Xangas. It is verbal (over the telephone or mobile phone) or written (Flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

Harassment, is any verbal, physical or sexual context (including gestures) which are uninvited, unwelcome or offensive to a person.

Woody Yalook's Position:

At Woody Yalook every person has a right to feel safe. Any 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.

Shared Responsibilities: (all need to be proactive)

Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.

Teachers:

- Will act as role models of caring and tolerant behaviour.
- Will listen to reports of bullying
- Will protect the victim from further harm.
- Will act to stop the behaviour recurring.

Students who are bullied: (to say nothing sends a silent message.)

- Will report the incident either verbally or in writing to their teacher and give him/her full details of the event.

Student witnesses to bullying: (bystanders)

- Will intervene if they are able.
- Will immediately report the incident to a teacher if they can't intervene.

Parents:

- Will listen sympathetically to reports of bullying keeping in mind there are usually two sides.
- Will speak to the relevant school personnel.
- Will work with the school in seeking a solution.

Broad Policy Framework Implementation: elements include:

- The school will keep adequate records of bullying incidents on our online Behaviour Management program. eg. Incident reports, bully audits.
- The school will work with parents of the victim to assist their son/daughter being bullied in future.
- The school will support the victim of bullying, and will assist the student in order to assure that he/she will not be bullied in the future.
- The school will initially assist the bully to change his/her behaviour using the 'No Blame' and Restorative Practice programs. "Bounce Back" and "You Can Do It" programs have been implemented across the school to prevent bullying. Consequences are to be consistent for similar actions. For further information refer to our Student Code of Conduct booklet. (Misdemeanours Levels 1 and 2).
- Further transgressions will require a meeting between the school, child and his/her parent/s. The school will work with the parents of the bully to establish joint strategies for behaviour modification.
- Resistance to behaviour change and repeated offending will lead to consequences ranging from detention, through suspension to expulsion.

Evaluation:

This policy will be reviewed with student, parent and community input as part of the school's three-year review cycle. Students and parents will have the opportunity to regularly complete 'Bully Audits,' these will be conducted regularly. Eg. Clip-on Surveys. Staff will review these audits and implement the necessary strategies.

This policy was last ratified by School Council in....	May 2014
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