

Mount Nelson Primary School Anti Bullying Policy

Rationale

At Mount Nelson Primary School we believe that in order for students to learn to the best of their ability and to extend personal growth, they must have a safe and friendly environment in which to spend their time. 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.

Definition of Bullying

Bullying is when someone or a group of people with more power repeatedly and intentionally causes hurt or harm to another person or group of people who feel helpless to respond. Bullying can continue over time, is often hidden from adults and will probably continue if no action is taken.

Bullying isn't

- Single episodes of social rejection or dislike
- Single episode acts of nastiness or spite
- Random acts of aggression or intimidation, and
- Mutual arguments, disagreements or fights.

These actions can cause great distress. However, they're not examples of bullying unless someone is **deliberately** and **repeatedly** doing them to you.

(Alannah and Madeline Foundation, National Centre Against Bullying)

Aims of Anti-Bullying Policy

- To reinforce within the school community what bullying is, and the fact that it is unacceptable
- 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
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators, and
- To seek parental and peer-group support and cooperation at all times.

Structure/Content of Anti-Bullying Policy

The school will adopt a four-phase approach

I Primary Prevention - Community Education

- Professional development for staff relating to bullying, harassment and the strategies that counter act them
- Community awareness and input relating to bullying, its characteristics and the school's programs and response
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving
- Feedback from students will be sought regularly in order to monitor the school's culture with regard to bullying
- Our class program will clarify at the start of each year the school policy on bullying, and
- School leaders, staff and students to promote the philosophy of 'No Put Downs'.

2 Early Intervention

- Encourage children to report bullying incidents involving themselves or others
- Classroom teachers regularly reminding students to report incidents, and that reporting is not dobbing
- Parents are encouraged to contact the school if they become aware of a problem. Safe lunchtime and recess venues are regularly publicised and supervised
- Public recognition and reward for positive behaviour and resolution of problems, and
- Principal informed of all bullying incidents.

3 Intervention

- Direct nomination of bullying incident by students
- Once identified, bully, victim and witnesses spoken with, and all incidents or allegations of bullying fully investigated and documented
- Both bully and victim offered counselling and support in individual meetings and in combined/mediated setting if appropriate, and
- If bullying is significant or ongoing, parents will be contacted and consequences implemented.

4 Post-incident outcomes

The severity of the incident, level of remorse and previous behavioural history of the bully will affect their outcome and our support for the harassed student will be discussed with families and specialists and acted upon as is appropriate.

- Possible outcomes
- Ongoing monitoring of identified bullies/victims
- Ongoing counselling from appropriate agency for both victim and bully
- Development of peer partnering and peer mentoring programs, and
- Public acknowledgement/rewards for positive behaviour and reinforcement of school policy.

Implementation of Policy

- Parents, teachers, students and the community will be aware of the school's position on bullying
- Staff will be made aware of their responsibilities with regard to the policy, and
- Publication of policy via school publications.