

ANTI-BULLYING POLICY

DEFINITION:

A person is bullied when they are exposed regularly and over time to negative actions (verbal or physical) on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others repeatedly. They can operate alone or as a group.

RATIONALE:

Resurrection School endeavours to 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 the school environment.

AIMS:

- To build a culture where children gain confidence and develop resilience
- To reinforce within the school community that no form of bullying is acceptable
- 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 and that support is given to both victim and perpetrator
- To seek the full support and co-operation of all concerned: parents, staff and children.

IMPLEMENTATION:

- Parents, teachers, children and community will be made aware of the school's position on bullying by means of verbal / written communication
- The school will continue with existing structures and introduce others as seen to be appropriate.

A: PRIMARY PREVENTION:

- Build a sense of belonging and wellbeing
- Include implementation of Turning the Tide Program to ensure big picture issues of drug abuse, emotional disorder, etc.
- Provide Social Skills programs to develop self esteem, resilience, conflict resolution, assertiveness, problem solving and protective behaviour strategies
- Each classroom teacher to clarify at the start of each year, the school policy on bullying – build in whole group strategies
- Staff and students to promote the philosophy of 'No Put Downs'
- Ensure the possibility of a 1-1 relationship with a caring adult for all children
- Promote peer connectedness.

B: EARLY INTERVENTION:

- Strengthen coping skill ability and reduce risk factors by a variety of teaching approaches
- Encourage children to report bullying incidents upon themselves or witnessed
- Conduct Bullying survey as required
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing
- Encourage parents to contact the school if they become aware of a problem.

C: INTERVENTION:

- Access support and provide action
- Once identified; bully, victim and witnesses talked with, and all incidents fully investigated and documented
- Both bully and victim offered counselling and support
- If bullying is ongoing, parents contacted and consequences implemented consistent with school's Behaviour Management Policy
- Ongoing monitoring of identified bullies and victims.

D: POSTVENTION:

- Restore wellbeing
- Provide appropriate support to all
- Monitor recovery and evaluate plans
- Provide for professional development in implementation.

RESPONSIBILITIES:**School Staff:**

- Implement programs that build resilience and reduce risk
- Practice inclusive teaching and learning
- To develop a class understanding of bullying at the start of each school year (Display posters / charts)
- Establish standard procedures P-6 for dealing with bullying
- To teach children strategies to deal with a bully
- To listen carefully to all children who report an incident of bullying / harassment
- To spend the time needed to follow up the incident including all the "stake holders" i.e. child, staff, parents
- To be fully aware of where incidents are most likely to occur and to be proactive in the supervision of these areas
- Record what happened briefly in the Incident Book
- Keep Principal advised of repeat offenders
- As a classroom teacher, teach children skills necessary to keep them well occupied during breaks
- Ensure sufficient equipment is available for children to use during breaks.

The Children:

- To use strategies taught when being bullied
- To speak to a teacher or adult if they feel that they are being bullied or that someone else is being bullied
- To keep school rules especially those dealing with treatment of others and areas of play
- To take part in (and benefit from) a Social Skills Program.

Parents:

- To listen to children's stories objectively and with an open mind
- To report any incident to his / her classroom teacher (or yard duty person if more appropriate)
- To never take it upon themselves to "deal" with another persons child (leave it to the school)
- To be prepared to work through the situation with school personnel
- To respect the rights and dignity of all people involved including the person bullying their child.