

# Anti-Bullying Policy

## Definition of Bullying:

Bullying is an intimidating, threatening behaviour that makes someone feel uncomfortable or unsafe. It can be:

- |               |   |
|---------------|---|
| Physical      | (hitting, punching, kicking, poking, tripping, stealing )                 |
| Verbal        | (name calling, put downs, threatening )                                   |
| Psychological | (spreading rumours, stalking, dirty looks, hiding /damaging possessions ) |
| Social        | (ignoring, excluding, ostracising, alienating )                           |

## Purpose:

To ensure that each child feels safe in all environments within the school and that they have a clear definition of bullying. In line with the document *The Framework for Student Support* at Altona Green we aim to foster the wellbeing and resiliency of all members of our school community with a major focus on primary prevention and early intervention strategies.

## Aims:

- to provide a support system for children who have been bullied.
- to provide guidance for children who show bullying behaviours, in an attempt to modify behaviour.
- to provide the staff with a workable, consistent approach to bullying behaviours.
- to continue to monitor current attitudes and behaviours throughout the school and keep staff and the whole school community informed
- to provide children with strategies to avoid becoming victims of bullying

## Implementation:

1. Through Health / PE focuses during cross age time, the values programme and at other relevant times (prevention )
2. Through the promotion of the Code of Conduct with Buddy grades and in the classroom (prevention )
3. Through consultation with Buildings and Grounds in regards to safe areas and play equipment ( prevention )
4. Through Yard Duty strategies to be consistent with the steps outlined in the Playground Consequences document.
5. Through written guidelines for process of dealing with bullying incidences ( early intervention )
6. Through the staff using the 'STOP, THINK AND DO' programme ( prevention )

**Process:**

1. Report incident to class teachers ( victim and bully ). Use notes in bum bags to pass information to class teachers (intervention)
2. Classroom teacher to report repeat offenders to the Student Welfare Officers Principal / Assistant Principal ( intervention )
3. Keep written records of incidences.
4. Contact parents ( intervention )
5. Set up support groups for parties; Bullies and Victims ( intervention & postvention )
6. Through the update of resources and current education in this area ( early intervention )
7. Through Classroom Teachers promoting the Code of Conduct ( early intervention )
8. Providing professional development opportunities for staff dealing with bullies / bullying, student welfare, resilience and transition ( early intervention )

**What is expected of / from the Children?****Victim:**

- To tell someone, eg. teacher, peer, buddy, parent, friend ( intervention )
- For the children to develop interpersonal skills to cope with and identify bullying ( early intervention )

**Bully:**

- To recognise and discontinue with bullying behaviour ( intervention )
- To be aware of the consequences of continuing with this behaviour ( intervention )
- To actively participate in support programs that will modify this behaviour ( intervention )

**What is expected of / from the teachers?**

- they act on all reports of bullying ( intervention )
- to implement pre determined / logical consequences ( early intervention )
- to be consistent ( intervention )
- to listen to the children and effectively deal with the incident( intervention )
- to follow up and communicate with appropriate staff including guidance officer ( intervention )
- to educate and empower children ( early intervention)
- to provide follow up support when necessary ( postvention )

**What is expected of / from the parents?**

- to be aware of and reinforce school policy ( early intervention )
- support of decisions and take necessary action for consistency ( intervention )
- to communicate 3 ways:- child / teacher / parent ( early intervention )
- parents expect teachers to supervise and attend to all bullying incidences ( intervention )
- to accept counselling strategies to help their children ( intervention / postvention )
- to be notified of more serious, and/or consistent bullying incidences, victim's and bully's parents ( intervention )
- to be aware of the consequences of unacceptable behaviour. For example: withdrawal from breaks, detention, and suspension. ( intervention )

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