

Policy Name:	Anti-Bullying
Date Adopted:	3 rd June 2016
Review Date:	3 rd June 2019
Referred Documents:	

DEFINITION:

A person is bullied when one or more other people 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 can be:

- **Direct Physical Bullying** - e.g. hitting, tripping, and pushing or damaging property.
- **Direct Verbal Bullying** – e.g. name calling, insults, homophobic or racist remarks, verbal abuse.
- **Indirect Bullying** – e.g. spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude a person, damaging a person’s social reputation or social acceptance, or cyberbullying.

Cyber-bullying is direct or indirect bullying behaviours using digital technology. For example via a mobile phone, chat rooms and social media. It could involve setting up a defamatory personal website or deliberately excluding someone from social networking spaces. It can be verbal or written.

Refer WPPS Acceptable Use Agreement for outlines of cybersafety and responsible online behaviour

Bullying is a clear form of harassment.

Wedge Park Primary School has a zero tolerance for any form of child abuse.

RATIONALE:

- Wedge Park Primary 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.

AIMS:

- To reinforce within Wedge Park Primary School community what bullying is, and the fact that it is unacceptable.
- Everyone within Wedge Park Primary 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.
- To seek parental and peer-group support and co-operation at all times.

IMPLEMENTATION:

- Parents, teachers, students and the community will be aware of Wedge Park Primary School's position on bullying.
- Teachers will be regularly reminded of their duty of care regarding protection of students from all forms of bullying.
- Wedge Park Primary School will adopt a four-phase approach to bullying.

A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Community awareness and input relating to bullying (including cyber-bullying), its characteristics, its effects on victims and Wedge Park Primary School's programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- A bullying survey will be administered and acted upon annually through the Attitudes to School Survey developed by DET.
- Each classroom teacher to clarify with students at the start of each year the Wedge Park Primary School policy on bullying, including cyber-bullying.
- All students and parents will be provided with the school's Acceptable Use Agreement of the internet, and other digital technologies in their community.
- The curriculum to include anti-bullying messages and strategies
- Student Representative Council, peer support delegates, staff and students to promote the schools values and anti-bullying policy

B. Early Intervention:

- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
- Regular monitoring of student traffic on school's computer networks to identify potential problems.
- Parents encouraged to contact school if they become aware of a problem.
- A designated safe and quiet place for children to access at recess and lunch times.
- Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:

- 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 and staff identified by others as bullies will be informed of allegations.
- Parents to be contacted.
- Both bullies and victims will be offered counselling and support by staff or DET personnel.
- Removal of cyber-bullies from access to Wedge Park Primary School's network and computers for a period of time. Loss of privilege to bring mobile devices to school where these are involved in any incidents.
- If staff bullying persists the principal will commence formal disciplinary action.

D. Post Violation:

- Consequences for students will be individually based and may involve:
 - Counselling for both victim and bully
 - Exclusion from class
 - Exclusion from yard
 - Withdrawal of privileges
 - School suspension
- Classroom Meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Recognition and rewards for positive behaviour.
- Consequences for staff will be individually based and may involve:
 - Counselling
 - A period of monitoring
 - A formal support group
 - Disciplinary actions

EVALUATION:

This policy will be reviewed with whole staff, student, parent and community input as part of Wedge Park Primary School's three-year review cycle.