

Definition:

A person is bullied when they are intentionally exposed to negative or harmful actions by one or more other people repetitively whether it be physical, verbal or cyber. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment. Cyber bullying includes teasing, spreading rumours or sending/posting unwanted messages using social media such as: email, Ultranet, chat rooms, instant messaging, and SMS

Rationale:

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.

Aims:

- 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 in line with the Timboon P-12 School 2 step policy.
- To seek parental and peer-group support and co-operation at all times.

Implementation:

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- The school will adopt a four-phase approach to bullying.

A. Primary Prevention:

- 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.
- 'Covey's 7 Habits' and 'Restorative Practices' programs implemented across the school.
- An annual Celebration of 'Kids Matter Day' will be held where expertise is invited into the school to work with specific year levels
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- LED signage around school used to promote anti-bullying messages.
- Student Representative Council, peer support delegates, staff and students to promote the philosophy of 'No Put Downs'.
- The library, organised games and the cafeteria available to students at recess and lunch breaks.
- Access to Cyber bullying support material eg: e-smart program materials
- The Timboon P-12 School 2 step policy.

B. Early Intervention:

- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.

- Parents encouraged to contact school if they become aware of a problem.
- In consultation with staff and individual students 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.
- School Council will be informed of bullying incidents as the Principal deems necessary.

C. Intervention:

- Once identified; bully, victim and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented on RISC.
- Both bully and victim offered counselling and support within school and beyond if necessary.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct and Timboon P-12 School 2 step policy.
- Victoria Police or relevant bodies will be invited annually to address students about the issue and consequences of cyber bullying

D. Post Violation:

- Consequences as per Student Code of Conduct and may involve:-
 - exclusion from class.
 - exclusion from yard.
 - school suspension.
 - withdrawal of privileges.
 - ongoing counselling from appropriate agency for both victim and bully.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.
- Involvement of Victoria Police

Evaluation:

This policy will be reviewed with student, parent and community input as part of the school's three-year review cycle.