

TALBOT PRIMARY SCHOOL

ANTI BULLYING POLICY

Definition:

A person is bullied when they are exposed regularly and over time to negative actions 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:

- 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 the school environment.

Aims:

- To reinforce within the school community that no form of bullying is acceptable.
- To promote within the school community the need 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 parental and peer-group support and co-operation for all involved.

Implementation:

- Parents, teachers and community will be made aware of the school's position on bullying.
- The school will carefully follow the Student Wellbeing and Discipline Policy and refer to it regularly with students, staff and community.
- Provide a copy of the Student Wellbeing and Discipline Policy booklet to all families.
- Values classes to be part of daily classroom activities.
- Introduce additional structures as appropriate.
- Alert families to the presence of all policies online.

A. Primary Prevention:

- To provide programs that promote resilience, life skills and protective factors
- Social Skills/Values programs which develop resilience, conflict resolution, assertiveness and problem solving form part of daily values classes.
- Each classroom teacher to clarify at the start of each term the school policy on unacceptable behaviour and display the discipline flowchart in the classroom.
- Staff and students to promote the philosophy of 'No Put Downs'.
- Cyber safety awareness will form part of the curriculum.

B. Early Intervention:

- Encouraging children to report bullying incidents upon themselves or witnessed.
- Classroom teachers on a regular basis reminding students to report incidents.
- Parents encouraged to contact the school if they become aware of a problem.
- A safe place for a child to access when in need.
- Any occurrence of misdemeanour will be entered into classroom welfare books. These will be reviewed regularly.

C. Intervention:

- Follow up strategies as in Student Wellbeing and Discipline Policy.
- Once identified; bully, victim and witnesses talked with (following Restorative Practice principles), 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 Student Wellbeing and Discipline Policy.
- Ongoing monitoring of identified bullies.

D. Post Violation:

- Consequences may involve
 - exclusion from class
 - restriction / exclusion from yard.
 - withdrawal of privileges
 - on going counselling from appropriate personnel for both victim and bully.
 - school suspension

Evaluation:

- This policy will be reviewed as part of the school's three year review cycle.

This policy was last ratified by School Council in....

2015

Principal's signature: _____

School Council President's signature: _____

Date: _____