ST MARGARET'S PRIMARY SCHOOL, EAST GEELONG
ANTI BULLYING POLICY

Rationale

Our community is united in its stance that bullying will not be tolerated at St Margaret's. This means that all members of our community – students, staff, parents and carers treat each other with dignity and respect by modelling appropriate social behaviour at all times.

For the purposes of this policy, bullying is defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. It can involve all forms of harassment, discrimination (based on sex, race, disability, homosexuality or transgender), humiliation, domination and intimidation of others.

Types of bullying behaviour may include:

• verbal – for example name calling, teasing, abuse, humiliation, sarcasm, insults, threats

• physical – for example hitting, punching, kicking, scratching, tripping, spitting, gestures

• social – for example. ignoring, excluding, ostracising, alienating, making inappropriate gestures

• psychological – for example spreading rumours, glaring, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones or social media.

Bullying intervention strategies

After an incident has been reported, one or more of the following approaches will be implemented:

- Children involved interviewed by class teacher to gain further information.
- All stakeholders (students, parents and teachers) are involved in the process or resolving the matter.

- If parents are unaware of the situation, a member of the leadership team will notify parents if a child is accused of bullying or a child discloses that they are being bullied.
- Staff informed to monitor specific children at playtimes and record incidents in Behaviour Book (Observation Book System).
- Disciplinary consequences applied to student using bullying behaviours.
- Measures taken to reduce the bullying behaviour and to protect the person being bullied.
- Where applicable, Restorative Practice Strategies are employed to maximise outcomes.

Bullying Prevention measures

- Religious Education program based on the explicit teaching of Christian values
- Explicit teaching of social and emotional intelligences
- Organised playtime activities where students need support in socializing with friendship groups.
- Curriculum initiatives to support awareness and appropriate socialisation: eg. Bounce Back, games from variety of Wellbeing Programs, anti-bullying posters, inclusion of anti-bullying content in inquiry units, understanding of cyber bullying and appropriate use of social media and social skills programs.
- Students are introduced to Appropriate Use of ICT Agreements.
- Programs and to support student-student relationships, eg. Buddies, Peer Mediation, Peer tutoring.
- Inclusive practices that promote connectedness and acknowledge positive behaviour. (SWPBS).
- Development of positive student-teacher relationships.
- Encouraging a safe and welcoming environment in the school.
- Parent Resources are available via our school library.

Evaluation: This policy will be constantly reviewed in the light of changing demographics and advances in ICT, and in view of the ongoing development of the School Wide Positive Behaviours Support system.

Drafted: 2015

Review: 2019