

Bullying and Harassment Policy



239 Pearcedale Road Cranbourne South VIC 3977 Tel: 9782 2999

Email: cranbourne.south.ps@edumail.vic.gov.au Website: <http://www.cranbournesouth.vic.edu.au/>

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| Policy Name | Bullying and Harassment Policy | Approved | 8 th March 2017 |
| Responsibility | Student Wellbeing leader and team | Date last updated | 8 th March 2017 |

Definition

Bullying is when someone, or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

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.
- 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 and that support is given to both victim and perpetrator.
- To seek parental and peer-group support and co-operation at all times.

Implementation

- Parents, teachers and community will be made aware of the school's position on bullying.
- The school will continue with existing structures and introduce others as seen to be appropriate.

Primary Prevention

- To provide programs that promote resilience, life skills and protective factors:
 - 'You Can Do It Education' program implemented across the school.
 - Restorative Practices (see Student Wellbeing Policy).
 - Social Skills programs to develop resilience, conflict resolution, assertiveness and problem solving
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Staff and students to promote the philosophy of 'No Put Downs'.

Early Intervention

- Promoting children reporting bullying incidents upon themselves or witnessed.
- Conduct Student Wellbeing type survey's where areas of bullying are addressed.
- 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.

Intervention

- Once identified; bully, victim and witnesses talked with, and all incidents fully investigated and documented.
- Both bully and victim offered counselling and support.
- Parents will be contacted and consequences implemented consistent with school Student Code of Conduct.
- Ongoing monitoring of identified bullies.

Post Violation

- Consequences may involve:
 - Exclusion from class.



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- Exclusion from yard.
 - School suspension.
 - Withdrawal of privileges.
 - Ongoing counselling from appropriate agency for both victim and bully.

Resources

<http://www.education.vic.gov.au/school/principals/spag/safety/pages/bullying.aspx>

Evaluation

This policy will be reviewed as part of the school's three year review cycle and/or per local school agreement.

CERTIFICATION

This policy was ratified at the School Council Meeting held at Cranbourne South Primary School, on ^{8th}..... March 2017

Signed.....
School Council President

Signed.....
Principal