CLYDE PS ANTI-BULLYING POLICY

RATIONALE

Clyde Primary School is committed to providing a safe and caring environment which fosters learning, personal growth, positive self esteem, respect for others and does not tolerate bullying.

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.

Bullying/ harassment behaviours include:

- **Direct physical bullying**: hitting, kicking, tripping, pinching and pushing or damaging property.
- **Direct verbal bullying**: name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.
- **Indirect bullying**: Action designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes:
   *lying and spreading rumours
   *playing nasty jokes to embarrass and humiliate
   *mimicking
   *encouraging others to socially exclude someone or encourage direct bullying.
   *damaging someone's social reputation or social acceptance
- **Cyberbullying**: direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

WHAT BULLYING ISN'T

There are many distressing behaviours that are not examples of bullying even though they are unpleasant and often require teacher intervention and management.

- Mutual Conflict: Involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually want a resolution.
- Social rejection or dislike: Is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.
- Single-episode acts: of nastiness or physical aggression are not the same as bullying. If someone is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different people is not the same as bullying.

RELATED SCHOOL POLICIES
Child Safe
Duty of Care
Cyber-bullying Prevention

AIMS
1. To reinforce within the school community what bullying is, and the fact that it is unacceptable.

2. To ensure that all reported incidents of bullying are followed up appropriately and that support is given to all affected parties.
3. To inform parents of students who are involved in incidents of bullying and to enlist their support.
4. To ensure all staff, students, parents and visitors of the Clyde school community are aware of their obligation to play an active role in responding to and preventing bullying by reporting incidences.
5. To develop a communication plan to promote the Bullying Prevention policy and ensure the whole school community understands the school's bullying prevention practices

IMPLEMENTATION

Whole School
At Clyde Primary School we will:
- Adopt a zero tolerance position on bullying and cyber-bullying
- At the beginning of each year, clearly outline and discuss at a staff meeting, the definition and policy on bullying and harassment.
- Inform the parent community about the anti-bullying policy and beliefs through the newsletter.
- Inform the school community about the school's anti bullying program through articles in the school newsletter.
- Participate in Anti-Bullying initiatives and programs through the education department.
- Support the school community to recognise and respond appropriately to bullying, harassment and victimisation.
- Identify patterns of bullying behaviour and effectively respond to these, this could involve the implementation of specific programs.
- Recognise the importance of consistency when responding to all incidents of bullying that have been reported to the school and ensure that planned interventions are used to respond to these incidents.
- Call 000 immediately to report any incident that are threatening life. Following this schools must report to SSU (Security Services Unit) any serious injury, assaults, threats, intimidation, or harassment.
- Ensure support is provided to any student who had been affected by, engaged in or witnessed bullying behaviour.
- Keep adequate records of all bullying incidents.

Staff:
- Model appropriate anti bullying behaviours to students and the school community.
- Discuss with students the different types of bullying and the consequences for bullying another student.
- Effectively listen to and act on reports of bullying. Ensure a member of the principal class team is aware of the situation.
- Communicate bullying issues to all parents and provide regular updates to parents about the management of incidents.
- Provide programs that promote inclusiveness, resilience, life and social skills, assertiveness, conflict resolution and problem solving skills.
- Staff to document any bullying behaviours.
- Undertake appropriate professional development to enhance skills for supporting students.
- Refer any student who is having ongoing issues.
  Cranbourne Police: 5991 0600
  Kids Helpline: 1800 551 800
  SSSO: Nicole King: 5995 9921

Students:

- Follow our whole school inside and outside shared commitments.
- To "report" to a staff member if they are being bullied or observe someone else being bullied. They will continue to talk to discuss incidents with staff members if they continue to occur.
- To safely assist someone who is bullied.
- To use the skills and strategies taught in our social skills programs.
- Desist from joining in.

Parents:

- To act in relation to our parent code of conduct policy.
- To watch for signs that their child may be bullied
- Listen to their child when they are reporting bullying.
- Advise a staff member if they suspect their child is being bullied at school.
- To encourage children to "report" bullying.
- To talk to their children in regards to correct and safe use of ICT
- Be role models and avoid bullying behaviour.
- Attend meeting if necessary and actively support the school process.
- Work with the school in seeking a permanent solution.

This policy forms a critical component of ensuring that Clyde PS is a Child Safe School.

EVALUATION

This policy will be reviewed as part of the schools cyclical 3 year review cycle.

ENDORSEMENT

This policy was last ratified by School Council on the 22nd May 2017

This policy is due for review in 2020