



YEA PRIMARY SCHOOL

Bullying and Harassment Policy and Procedures

REGISTRATION REQUIREMENT 4.1 (A) II

Bullying and Harassment Policy and Procedures 2017

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DEFINITION:

- **Bullying** is repeated verbal, physical, social or psychological behaviour that is **harmful** and involves the **misuse** of power by an individual or group towards one or more persons. It can have long-term effects on those involved.
- **Cyberbullying** is a term used to describe bullying that is carried out through the internet or mobile technologies.

RATIONALE:

- Through the implementation of the **Kids Matter program** and the **eSmart** programs, the school will endeavour to provide a culture where bullying is not acceptable, and all 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 use the **National Safe Schools Framework (NSSF)** as a basis to create and sustain a safe, supportive and respectful teaching and learning community that promotes student wellbeing.
- To reinforce within the school community what bullying is, and the fact that it is unacceptable and illegal.
- To prevent and respond to minor and major bullying incidents.
- To be alert to signs and evidence of bullying, and to have a responsibility to report it.
- To ensure that all reported incidents of bullying are followed up appropriately, and that support is provided.
- To seek parental and peer-group co-operation.

IMPLEMENTATION:

- The school will follow the NSSF Guiding Principles, Elements and Key Characteristics that represent fundamental beliefs about safe, supportive and respectful school communities.
- Parents, teachers, students and the community will be aware of the school's position on bullying using the Newsletter and website.



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- **Bully Stoppers** is an online resource which supports parents, teachers and principals in working together to make sure schools are safe and supportive places, where everyone is empowered to help reduce the incidence of bullying in schools.
- This policy should be read in conjunction with the **eSafety Internet Policy**.
- The school will adopt a four-phase approach to bullying.

PREVENTION:

- To promote the **School Values** of Achievement, Optimism, Responsibility, Respect, Resilience, Cooperation, Compassion, Creativity, and Community Spirit
- A focus on enhancing student engagement, cooperative learning and student connectedness to our school.
- To provide **Kids Matter** school-wide program that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Professional development for staff relating to Kids Matter, eSmart, bullying, harassment and discrimination.
- Community awareness, partnerships and input relating to bullying, its characteristics and the school's programs and responses.
- Teachers will regularly discuss and explicitly teach the **School Rules**, and policy on bullying and cybersafety (eSafety).
- Utilise online resources within the classroom to support implementation of the **NSSF, Bully Stoppers** and **Bullying No Way!**
- Implementation of the **eSmart** program, including Agreements for the safe and responsible use of digital technologies by staff and students.
- The **Principal** as **Primary Welfare Officer** will have a specific responsibility for student safety and wellbeing.
- An awareness of mandatory requirements and legal issues.
- Electives and structured activities available to students at recess and lunch breaks.

2. EARLY INTERVENTION:

- Encourage all children and parents to report bullying incidents.
- Teachers are aware of the signs of bullying, are proactive, and consistently follow procedures and protocols.
- Appropriate monitoring of and recording of any bullying incidents.
- Rewards for positive behaviour and resolution of problems.

3. INTERVENTION:

- All incidents or allegations of bullying will be fully investigated and documented.
- Parents will be contacted by the Principal, and consequences enforced consistent with the school's **'Discipline Procedures'**.



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4. POST VIOLATION:

- Consequences will be determined and may involve:
 - conference with the student/s.
 - withdrawal of privileges.
 - exclusion from class.
 - exclusion from school yard.
 - school suspension.
- Student Support Group Meetings.
- Working collaboratively with parents, carers and agencies to provide support and counselling.
- Classroom teachers establish Individual Behaviour Plans.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.

EVALUATION:

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

Date Ratified at School Council _____ Principal signature _____

S.C. President signature _____ Next Review Date _____