



## Anti-Bullying

### Rationale

Bullying is a serious problem which harms the victim and the bully. Bullying affects the student's well-being, concentration and their ability to learn. Bellbrae Primary School does not tolerate bullying.

Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

### Purpose

This Policy is part of Bellbrae's Student Engagement Policy. It aims to state clearly what is meant by bullying behaviour and what strategies can be used to deal with this behaviour if and when it occurs.

Bullying is something that Education Departments, parent groups, school communities, principals and teachers are all working towards eliminating.

### Guidelines

1. A whole school approach to bullying will be implemented in conjunction with the school's Student Engagement Policy.
2. Bullying is defined as repeated negative and impactful incidents by any means involving:
  - A bigger, stronger or more powerful child on a smaller or weaker child, or
  - A group of children on a single child.These might be:
  - Verbal e.g. name calling, put downs, threats
  - Physical e.g. hitting, tripping, poking, kicking
  - Social e.g. exclusion, ignoring,
  - Psychological e.g. stalking, hurtful looks, rumours
3. All complaints of bullying will be listened to and dealt with appropriately.
4. Students will be treated with respect and confidentiality.
5. Bullying behaviours will not be tolerated.

## Purpose

Bellbrae Primary School is committed to providing a safe and caring environment, which promotes learning, personal growth, equality and positive self-esteem. Bullying does not fit in with the school ethos.

Bellbrae Primary School and its staff will do all they can to eliminate this problem.

## Implementation

1. Every member of the school community is responsible for implementing this policy.

### Staff responsibilities include:

- modelling appropriate behaviour
- dealing with all reported incidents of bullying
- ensuring that children are supervised as much as practically possible.
- reporting incidences of bullying to the appropriate people

### Student responsibilities include:

- telling of any bullying incidents to themselves or to others at school or on their way to and from school
- helping someone who is being bullied
- not bullying others
- taking responsibility for their own actions
- developing strategies for self-empowerment.

### Parent responsibilities include:

- watching for signs their child is being bullied
- speaking to someone on staff about their concerns
- instructing their children to “tell” if they are being bullied
- reporting any incidents of bullying they may witness

2. The Anti-Bullying Policy will be explained to staff and students at the beginning of each year.
3. Our strong stand against bullying will be included in the school’s Parent Information Booklet.
4. The Anti-Bullying Policy and Program will be made available to all parents via the School’s website.
5. Staff will encourage talk about all forms of bullying and harassment for their students on a regular basis.
6. Students will be supported in developing strategies to build their self-esteem and empower them to take responsibility for themselves.

Bellbrae Primary School

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# Program

Program ratified by  
School Council

October 2015

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7. The students and/or their parents will report incidences of bullying to a teacher or the Principal.
8. Any bullying incidences that are dealt with will be recorded and documented in the school's data base in Staff Shared on the server.
9. These records will be kept as part of our monitoring and evaluation strategy.
10. When a bullying incident is reported or observed the following consequences will occur:
  - the students concerned may be sent to a teacher, Department leader or Principal as appropriate.
11. Please refer to the ICT Policy and Program for issues pertaining to cyber-bullying: Cyber Citizenship.

After investigation the following will occur:

- the student is reminded of the consequences of their behaviour.
- the Student Engagement Policy will be implemented.
- the student may be involved in a behaviour modification program and counselling which may include negotiation and communication with the victim.
- the victim will be supported and counselled
- the monitoring of the progress of both parties will be the responsibility of the staff.

Evaluation

- The Principal and the Management Team in consultation with staff will monitor and assess the School Incident folder stored on Staff Shared.
- Feedback from staff, students and parents will act as indicators of success. These can be either verbal, written or through opinion surveys.