



ANTI HARRASSMENT AND BULLYING

WWPS is a Child Safe School

POLICY AND PROCEDURES

POLICY STATEMENT

A person is bullied when they are exposed regularly and over time to negative actions on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others repeatedly. They can operate alone or as a group.

Bullying is a pattern of behaviour that can be deliberate or a result of thoughtlessness by a person (or a group) towards another which is designed to hurt, injure, embarrass, or upset or discomfort an individual. It includes:

- Physical aggression
- The use of 'put down' comments or insults
- Damage to the person or property
- Deliberate exclusion from activities
- Setting up of humiliating experiences

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.

Purpose:

- 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

A. Primary Prevention

- To provide programs that promote resilience, life skills and protective factors
- Learn to Learn in Term 1
- Kids Matter initiative 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'
- Behaviour incidents recorded to establish any patterns or concerns

B. Early Intervention

- Promoting children reporting bullying incidents upon themselves or witnessed
- Bullying survey regularly
- 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
- Designate a Specific Room / Zone – safe place for a child to access
- Behavioural Flow Chart
- Restorative practices

C. Intervention

- Those identified through Bullying Survey will be counselled*
- Once identified; bully, victim and witnesses talked with individually, and all incidents fully investigated and documented
- Both bully and victim offered counselling and support
- The school Welfare Officer will have a link and support role
- If bullying is ongoing, parents contacted and consequences implemented consistent with school Behavioural Flow Chart
- Ongoing monitoring of identified bullies

D. Post Violation

Consequences may involve

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

EVALUATION

This policy will be reviewed as part of the school's annual review cycle

Notes: * Brophy Family & Youth Services
 Guidance Officer, Warrnambool District Office
 GENESIS Consulting Psychologists, Warrnambool
 Warrnambool Police

Date: 16/03/2014	Responsibility: School Council	Review Date: March 2018
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