

IVANHOE PRIMARY SCHOOL

Bullying Prevention Policy

RATIONALE

At Ivanhoe Primary School we are committed to providing a positive culture where bullying, cyberbullying and other unacceptable behaviours are not tolerated. In doing so, all members of the school community will have the right of respect from others, the right to learn or teach, and the right to feel safe and secure in the school environment.

AIM

The aims of this policy are to establish effective procedures to:

- Reinforce within the school community that no form of bullying is acceptable.
- Encourage 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.
- Ensure that all reported incidents of bullying are investigated and responded to appropriately.
- Seek parental and peer group support and cooperation at all times.

GUIDELINES:

This policy is to be read in conjunction with the:

- Department of Education and Training (DET) Student Engagement Guidelines.
- Child Safe Policies.
- The Ivanhoe Primary School Values Statement.
- The Ivanhoe Primary School Student Code of Conduct.
- The Ivanhoe Primary School Community Code of Conduct.
- Ivanhoe Primary School Cyber Safety Policy.
- DET Sexual Harrassment Policy:
http://www.education.vic.gov.au/hrweb/Documents/Sexual_Harassment_Policy.pdf
- IPS Child Protection Reporting Policy

What IS Bullying?	What is NOT Bullying?
<p>Bullying is repeated verbal, physical 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.</p> <p>Ref: DET</p> <p>Bullying can occur when someone or a group of people deliberately upsets or hurt another person or damages their property, reputation or social acceptance.</p>	<p>Bullying is not the same as conflict or fighting between people.</p> <p>There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:</p> <p>✓ Mutual conflict: involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.</p>

Bullying is usually done by people who have more power or influence over someone else at that time due to their age, size, gender, status or other reasons.

Bullying is repeated behaviour and includes:

- ✓ **Direct physical bullying:** violence - including threats of violence e.g. hitting, kicking, tripping, pinching and pushing or damaging property.
- ✓ **Direct verbal bullying:** e.g. 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- this includes:
 - lying and spreading rumours.
 - playing nasty jokes to embarrass and humiliate.
 - mimicking.
 - encouraging others to socially exclude someone.
 - damaging someone's social reputation or social acceptance.
- ✓ **Sexual harassment:** can be physical, verbal or visual. It is an unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation. *Sexual harassment may in certain circumstances constitute a criminal offence.*
- ✓ **Homophobia** and other hostile behaviour towards students relating to gender and sexuality.
- ✓ **Discrimination:** including racial discrimination - treating people differently because of their identity.
- ✓ **Cyberbullying:** direct verbal or indirect bullying behaviours using digital technologies. This includes harassment by mobile phones, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

✓ **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 directed towards many different people, is 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. However, this does not mean that single episodes of nastiness or physical aggression should be ignored or condoned as these are unacceptable behaviours.

IMPLEMENTATION GUIDELINES

Teachers, parents and students are required to play an active role in the implementation of our Bullying Prevention Policy.

Possible indicators of a student being bullied may include:

- Appearing frightened, unsafe, embarrassed, or angry
- Work, sleep and ability to concentrate may suffer
- Relationships with family and friends may deteriorate
- Feeling confused and not knowing what to do about the problem
- General behaviour changes

As a school community we carry out a number of preventative actions to discourage bullying and encourage the development of caring and confident children who will not be bullies, be bullied or stand by whilst bullying occurs. Through programs including Life Ed and other curricular activities we will actively encourage and develop the children’s self-respect and respect for others. Activities such as School Camps, Foundation Peer Leaders, Family Life, the buddy system, sport and the, ‘You Can Do It’ program will be actively used to encourage the development of positive social skills.

Successful implementation of this policy requires a clear understanding of what bullying is and is not. Implementation will be applied to all forms of bullying. Negative behaviours not defined to be bullying will be addressed under the School Code of Conduct.

- i. IPS will deal with every incident of bullying in a systematic and consistent way.
- ii. All new students, parents and staff will be informed of the Bullying Prevention Policy at the start of their time in school
- iii. Periodic staff skills enhancement programs will be organised to inform staff of current strategies for dealing with these issues.
- iv. Disciplinary consequences for bullying (including cyber bullying) will comply with the school’s Student Code of Conduct and Students Engagement, Welfare and Inclusion policy and/or the Department of Education and Training (DET) Student Engagement Guidelines. The Principal or their nominee will provide disciplinary consequences including suspension in accordance with Department of Education and Training (DET) Student Engagement Guidelines.

Preventing and responding to bullying is everyone's responsibility.

STAKEHOLDER	RESPONSIBILITIES
STUDENTS	Model acceptable behaviour to others.
	Use positive language and behaviour towards others.
	Let an adult know what is happening.
	Continue to report to a trusted adult.
	Say no to bullying and become responsible bystanders.
TEACHERS	Teach and model appropriate behaviours and strategies to address bullying.
	Teach and clarify for the children the terms, meanings and distinct differences between bullying, social isolation, conflict, random acts of aggression/intimidation and meanness.
	Maintain classroom records of incidents and take appropriate action.
	Teach and promote tolerance and resilience.
	Arrive at class on time and supervise children in and out of the building.
	Communication between staff members using yard duty “clip boards” listing names of children requiring attention during yard duty times.
	Teach and model active listening so that all incidents are taken seriously.

	Help prevent bullying through proactive yard duty.
	Report incidents of behaviour to Principal / Assistant Principal, class teacher and parents.
	Recognise and value the partnership between home and school.
NON-TEACHING STAFF	Promote and model appropriate behaviours.
	Teach and clarify for the children the terms, meanings and distinct differences between bullying, social isolation, conflict, random acts of aggression/intimidation and meanness.
	Teach and promote resilience and active listening.
	Recognise and value the partnership between home and school.
PARENTS/ CAREGIVER	Be aware of the policy and strategies and actively discuss the policy with their children.
	Teach and model appropriate behaviours at home.
	Do not directly approach any other child or their family.
	Let your child know that bullying is totally unacceptable because it affects the emotional wellbeing and rights of others.
	Advise their children to report incidents of bullying immediately to a teacher. If possible, encourage children to report the incident themselves.
	Encourage their children to speak openly with them and to look at positive strategies to deal with their feelings.
	Stress to them that school should be a safe place for everyone, regardless of the differences between people. No-one deserves being bullied because they speak, look or act differently or in a way 'you don't like'.
	Demonstrate support for the school's consequences for bullying.

At Ivanhoe Primary School we use a **no blame** approach and the method of **shared concern** to intervene in school bullying. The no blame approach is used with groups of students and enlists them in helping students who are the victims of bullying to be empowered and to have a happier time at school. The method of shared concern involves individual meetings with each student involved in the bullying with follow up sessions until the issue is resolved.

Schools must follow privacy laws and may not be able to tell a parent everything that has taken place, especially about other students involved. These laws keep all children's information private. (For further information visit the Commissioner for Privacy and Data Protection <https://www.cpdp.vic.gov.au/>)

IF BULLYING HAS OCCURRED THE FOLLOWING WILL HAPPEN:

If a child has been involved in a bullying incident as defined by our school Bullying Prevention Policy the following steps would be taken:

The Leadership Team Will Ensure The Following:

For the child who is the victim of bullying:	For the child who is bullying
✓ Clarify the facts of the incident.	✓ Clarify the facts of the incident.
✓ Discuss the incident with the student(s) concerned.	✓ Discuss the incident with the student(s) concerned.
✓ Make sure the grade Teacher, Assistant Principal and Principal have been informed.	✓ Link actions to consequences including time out, discipline note, detention or suspension as required.
✓ Parents must be informed.	✓ Restate the school rules on discipline and acceptable behaviours.
✓ Involve parents as required.	✓ Aim to change the attitude and behaviours.
✓ Make sure that the victim of the bullying has been given strategies to deal with a	✓ Make sure the grade Teacher, Assistant

<p>similar problem in the future.</p>	<ul style="list-style-type: none"> ✓ Principal and Assistant Principal have been informed. ✓ Parents must be informed. ✓ Involve parents as required.
<p>All incidents of Bullying, and any other incident considered by the Principal / Assistant Principal to be sufficiently serious, shall be recorded in a register maintained by the School, which may include an electronic register (e.g. Compass)”</p> <p>Where a pattern of bullying or being bullied is identified through School records or other means the following escalating process will be applied:</p> <ul style="list-style-type: none"> • DET support mechanisms will be involved as required and deemed appropriate by the School Principal. • Parents will be notified and requested to attend a meeting with the School Principal and teaching staff as appropriate. • If deemed appropriate, mediation involving the perpetrator(s), the victim and parents as appropriate will be arranged by the School. 	

EVALUATION

The effectiveness of this Policy and opportunities for improvement will be identified by:

- School and Community feedback
- Parent Opinion Survey
- Grade 5 and 6 Student Survey
- Reports from Junior School Council
- Monitoring of Behaviour Records

This policy will be reviewed as part of Ivanhoe Primary School review cycle.

Related Documents and Policies

- Department of Education and Training (DET) Student Engagement Guidelines.
- Child Safe Policies.
- The Ivanhoe Primary School Values Statement.
- The Ivanhoe Primary School Student Code of Conduct.
- The Ivanhoe Primary School Community Code of Conduct.
- Ivanhoe Primary School Cyber Safety Policy.
- Student Engagement, Welfare and Inclusion Policy 2014-2017
- IPS Code of Conduct for Students
- Code of Conduct Policy for Staff.
- Cyber safety Policy.
- Charter of Human Rights and Responsibilities Act, 2006.

Policy Name	Bullying Prevention	Date of Approval	6/9/2017
Responsible Entity	Education Sub-Committee	Expected review date	Annually reviewed