

STUDENT ANTI- BULLYING AND HARRASSMENT (ANTI-SOCIAL BEHAVIOUR) POLICY

1. PURPOSE:

- 1.1 To reinforce within the school community that no form of bullying or anti-social behaviour is acceptable.

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Conflict or fights between equals and single incidents are not defined as bullying. Bullying behaviour is not:

- *children not getting along well*
- *a situation of mutual conflict*
- *single episodes of nastiness or random acts of aggression or intimidation.*

Harassment (anti-social behaviour) is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

Cyberbullying is a form of bullying which is carried out through an internet service such as email, chat room, discussion group, online social networking, instant messaging or web pages. It can also include bullying through mobile phone technologies such as SMS. It may involve text or images (photos, drawings)

- 1.2 To raise awareness in the school community to be alert for signs and evidence of bullying and anti-social behaviours, and articulate their responsibility to report it to staff.
- 1.3 To ensure that all reported incidents of bullying and anti-social behaviours are followed up and that support is given to the target and perpetrator, and others impacted by the incident.
- 1.4 To seek parental and peer-group support and co-operation with all bullying and anti-social behavioural issues.

2.0 GUIDELINES FOR ACTION:

- 2.1 The school will promote a collaborative culture where bullying and anti-social behaviours are not accepted. All members of the community will have the right of respect from others, the right to learn or to teach, and the right to feel safe and secure in the school environment.
- 2.2 The school will be proactive and reactive to reduce bullying and anti-social behaviours. The school will deal with all issues of bullying and anti-social behaviours on a case to case basis and ensure sensitivity and confidentiality for both target and perpetrator are respected.

- 2.3 To assist the school, parents are encouraged to alert a teacher or the Principal if they become aware of a bullying issue or anti-social incident rather than following issues up themselves.
- 2.4 The school will continue to source and deliver programs that promote anti-bullying themes and anti-social behaviours including social netiquette whilst developing skills in resilience, conflict resolution, assertiveness, problem solving, self-worth, collaboration and empathy.
- 2.5 The school will maintain a whole school approach to discipline. At the beginning of each year, class groups will collaboratively develop a classroom Code of Behaviour, which will be sent home alongside the school's playground Code of Behaviour and ICT Acceptable Use Agreement.
- 2.6 Failure of a child to behave appropriately towards others will be referred by teachers to the Senior or Junior Unit Leaders, the Assistant Principal or Principal. A reflection form will then be completed and a follow-up plan followed.
- 2.7 The school will ensure incidents of bullying and anti-social behaviours are always communicated to parents as they arise, in a timely manner.
- 2.8 The Welfare Co-ordinator and/or teachers will maintain a record of all bullying and anti-social behaviours, strategies and consequences implemented and communications between the students involved, their parents and the school.

Status: *Approved by School Council September 2015*

Policy Review Date: *2016*