

POLICY: ANTI BULLYING AND HARASSMENT

PURPOSE

- To provide all students with a safe and caring environment, free from bullying and harassment, which promotes optimum learning, personal growth and positive self-esteem.
- At Brentwood Park, we define bullying as the inappropriate use of power by one or more persons over another less powerful person or group which is generally an act that is repeated over time. Bullying behaviour can include:
 - **Verbal** (name calling, put downs, threats)
 - **Physical** (hitting, punching, kicking, scratching, tripping, spitting)
 - **Social** (ignoring, excluding, ostracising, alienating)
 - **Psychological** (spreading rumours, stalking, dirty looks, hiding or damaging possessions)
 - **Cyber** (the use of email, instant messaging, chat rooms, cell phones or other forms of information technology to deliberately harass, threaten or intimidate).

AIMS

- To develop within the school community, an understanding and identification of behaviours, which constitute bullying.
- To provide and foster a whole school commitment to a safe and caring environment free from threat, harassment or any type of bullying behaviour.
- To establish effective, ongoing procedures which prevent students from developing bullying behaviours.
- To empower students with appropriate skills and strategies to effectively deal with the potential bullying behaviour of others.

IMPLEMENTATION

- Inform students of acceptable behaviour in accordance with the school's Codes of Conduct [classroom and playground].
- Inform parents of the school's expectations of acceptable behaviour through school newsletter articles, signed Codes of Conduct, behaviour management contracts and personal parent / teacher interviews.
- Provide ongoing professional development for all staff on the recognition, monitoring and resolution of bullying behaviour.
- Effectively utilise current programs, inclusive of Learning and Growing Together, Circle Time, Peer Mediation, You Can Do It!, Buddy Grades and Student Representative Council to ensure a safe and caring environment.
- Maintain an Incident Register to record rate and type of negative behaviour and develop guidelines to address these. (Classroom and Playground)

- Timetable an appropriate number of staff for playground supervision and withdrawal proportionate to school enrolments, and ensure their active patrol through designated areas of supervision.
- Utilise school programs, which are known to focus on and promote positive social skills and responsible behaviours (Learning and Growing Together, Stars of the Week, Circle Time, You Can Do It!)
- Demonstrate consistency in the preventative and responsive measures undertaken by staff through –
 1. Being positive role models
 2. Being responsive to signs of distress or suspected incidents of bullying
 3. Reducing opportunities for bullying by being punctual for class and yard duty and actively supervising designated areas during yard duty.
 4. Taking appropriate steps to help the targets of bullying and remove sources of distress without placing the victim at further risk.
 5. Actively utilising the Incident/Report register and taking action as quickly as possible
 6. Focusing on the behaviour specific to the situation and not the person/s involved.
 7. Applying proactive social skills strategies utilised in programs such as Restorative Practices, You Can Do It! and Peer Mediation, when deciding upon appropriate actions and whether such actions are best delivered publicly or privately.

EVALUATION

- The policy will be reviewed as necessary.
- The policy review will include
 1. An analysis of the Incident Register.
 2. Student questionnaire.
 3. Resources being used.
 4. Feedback from classroom teachers.
 5. Environment variable from DET Parent Opinion Survey.