



# ANTI-BULLYING LAUNCHING PLACE POLICY

(To be read in conjunction with the Codes of Conduct, the Student Engagement Policy and the LPPS School Values)

## RATIONALE:

The school aims to provide a safe and secure environment to establish the best learning conditions and promote personal growth, resilience and positive self-esteem for our children.

It is recognised that bullying, which may take the form of physical harassment, verbal harassment, sexual harassment, discrimination, exclusion and/or victimisation, is behaviour in complete contrast to achieving this objective.

With the increased use of ICT in schools, bullying can also come in the form of Cyber bullying. This involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group, which is intended to harm others.

Our students have the right to be treated with respect, courtesy and kindness regardless of age, appearance, gender, social and academic abilities or cultural or religious backgrounds and to learn and play and learn without the disruptive influences of others.

The school will throughout the year inform parents on issues, suggestions and relevant readings on the prevention of bullying and on the development of resiliency in children.

## Aims:

- To reinforce within the school community that no form of bullying is acceptable.
- Everyone within the school community is alerted to signs and evidence of bullying and has 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.

## What are bullying, cyber bullying and harassment?

**Bullying** is repeated oppression, physical or psychological, of a less powerful person by a more powerful person or group.

**Cyber-bullying** consists of covert, psychological bullying, conveyed through the electronic mediums such as cell-phones, web-logs and web-sites, on-line chat rooms, 'MUD' rooms (multi-user domains where individuals take on different characters) and Xangas (on-line personal profiles where some adolescents create lists of people they do not like). It is verbal (over the telephone or mobile phone), or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

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

Our school will actively promote a positive and welcoming personal environment for all members of the school community. When people are bullied or harassed some effects might be anger, embarrassment, fear and humiliation, loss of self-confidence and reduced function and potential. Bullying and harassment will be

addressed, individual differences will be respected and students and staff will be enabled and supported in their pursuit of learning and teaching.

## **GUIDELINES:**

All students are expected to:

- Treat others with respect, consideration, tolerance, understanding and kindness and act in accordance with our school rules and values.
- Cooperate with and actively preserve the rights of others.
- Be aware of the acceptable and appropriate limits of behaviour.
- Use appropriate and acceptable language.
- Demonstrate self-discipline.
- Report any acts of bullying including cyber bullying.
- Use equipment fairly and appropriately.

All staff are expected to:

- Respect and treat students equitably and justly.
- Encourage students to respect and work cooperatively with others.
- Encourage students to treat others equitably and justly.
- Promote a climate in which appropriate behaviours are fostered.
- Act on witnessed and reported acts of bullying.
- Be alert to any signs that a child is being bullied or is bullying others.
- Contact parents to inform them of incidents of bullying. (All relevant parties contacted).
- Be alert to any signs and respond to cyber bullying.

All parents are expected to:

- Discourage their children from using bullying behaviour at home.
- Be alert to any signs that their child is being bullied or is bullying others.
- Contact the school with concerns regarding bullying.
- Respond to school reports of bullying, and support the school in line with School Values and Student Code of Conduct.

## **IMPLEMENTATION:**

- Parent, teacher, community and student education will be ongoing through our school newsletter, staff and level meetings and within the classroom.
- The school will respond to all reports of bullying. There will be a consistent approach when dealing with victims and bullies. There will be consequences for all inappropriate behaviour. "It is not the severity of the consequence but the certainty of it that is vital". (Bill Rogers)
- School ground 'hot spots' will be regularly monitored. Students will highlight 'hot spots' annually in a way deemed appropriate for the year level. This method will be determined by Staff and overseen by the Leadership team. eg. Survey, map of playground.
- Student Support Services (teacher, guidance officer, social worker) will be utilised when necessary.
- School-wide programs to support students' personal development, particularly in regard to dealing with conflict situations, will be utilised, specifically development of an ongoing social skills program.
- To establish a caring and cooperative classroom climate, teachers are encouraged to focus on cooperative group work and other teaching strategies that encourage participation and peer connectedness.
- Teachers will actively promote the positive resolution of conflicts and appropriate responses to bullying behaviour through the provision of classroom programs.
- The Student Code of Conduct will foster high standards of behaviour based on cooperation, mutual responsibility, self-discipline and the promotion of positive, non-discriminatory relationships among

students. Students will work with class teachers on this document in Term 1 of each year. Students and teachers will regularly revisit the code of conduct throughout the year.

### **LINKS AND APPENDICES (including processes related to this policy)**

Links which are connected with this policy are:

- DET's [Effective Schools are Engaging Schools: Student Engagement Policy Guidelines](#)
- DET's [Safe Schools are Effective School's](#)
- DET's [Student Engagement Policy Guidelines](#)
- The school's Internet Use Policy and acceptable use agreement (re cyber-bullying)
- DET's [Respectful Schools](#)

### **EVALUATION:**

This policy will be reviewed annually or more often if necessary due to changes in regulations or circumstances. Opportunities will be provided at staff, level and welfare meetings for discussions regarding bullying concerns.

This policy was last ratified by School Council in April 2014.

***Review Date: 2015***