



# Anti-Bullying Policy

***Bullying behaviour has three key features. It involves the intentional misuse of power in a relationship. It is ongoing and repeated, and it involves behaviours that can cause harm.***

***Bullying behaviour can involve intimidation, victimisation and harassment, including that based on gender, race, religion, disability, or sexual orientation, both online and offline.***

## **Rationale:**

All members of the school community, including staff, parents, students and volunteers are active participants in building a welcoming school culture that values diversity and fosters positive relationships. A key component of a supportive school culture is building respectful relationships and an ethos that bullying is not accepted, in both online and offline environments.

Our school rejects all forms of bullying behaviours by maintaining a commitment to providing a safe, inclusive and respectful learning community that promotes student wellbeing.

Executive staff are committed to establishing evidence-based approaches and strategies that promote a positive climate where bullying is less likely to occur.

## **Objective:**

1. To ensure the policy applies to all students bullying behaviour, including cyber bullying, which occurs at Booragul Public School and off school premises, outside of school hours, where there is a clear and close relationship between the school and the conduct of the student.
2. To make our school environment a place where students may interact without fear of social isolation.
3. To assist all students to develop strategies that will help them overcome harassment in both our school environment and the wider community.

## **Aim:**

1. A school environment where all students are free from harassment and intimidation.
2. A school where students behave appropriately; respecting individual differences and diversity.
3. A school where students report incidence of bullying, to any staff member, according to our school Anti-Bullying Plan.

## **Implementation:**

1. Staff, parents, volunteers and community members model and promote appropriate relationships and behaviour.
2. Staff will be supported with professional learning that provides evidence-based ways to encourage and teach positive social and emotional wellbeing and discourage, prevent, identify, and respond effectively to student bullying behaviour.
3. Student bullying and expectations about student behaviour will be discussed and information presented to promote a positive school culture where bullying is not accepted.
4. Social and emotional skills related to personal safety, resilience, help-seeking and protective behaviours are explicitly taught across the curriculum in Personal Development, Health and Physical Education (PDHPE).

5. Victims of bullying will be supported socially and emotionally and provided with additional support from our counsellor and/or Wellbeing Officer.
6. Parents will be contacted by the school executive and information will be provided to assist if children have been involved in bullying behaviour (as the person engaging in bullying behaviour, as the person being bullied or as the person witnessing the bullying behaviour).

#### **Consequences of Bullying:**

- A referral will be made to the learning support team and all school executive will be informed.
- Student names and details of the incident will be recorded on the student welfare database (Sentral).
- Parents/caregivers of the offending student(s) and of the victim will be notified. Parents of the offending student(s) are invited to an interview with the student(s) present to discuss specifics of the case.

Further consequences of the bullying could include:

- Restitution – apology to the victim, understanding of the effect of the actions of the bully on the victim
- Withdrawal from the playground for a set period of time
- Withdrawal from class for a set period of time – depending on circumstances
- Counselling
- Social skills training
- Teaching of acceptable behaviours
- Individual Behaviour Plans or Case Management
- Negotiated Return to Class or Playground
- Loss of leadership responsibilities and opportunities to represent the school
- Suspension or Exclusion from school

#### **References:**

<https://antibullying.nsw.gov.au>

<https://bullyingnoway.gov.au>

Booragul Public School Consistency Guide and Consequence Chart (see website)

Booragul Public School Behaviour Code for Students (see website)