

# Anti-bullying Policy

## Rationale

Kingswood Primary School is committed to creating an enjoyable learning environment where students and staff can flourish and prosper. All members of the Kingswood Primary School Community have the right of respect from others, the right to learn or to teach and a right to feel safe and secure in their school environment at all times. Bullying can be very destructive and will not be tolerated at any level. This Anti-Bullying Policy should be read in conjunction with the Student Code of Conduct and the school's Cyber Bullying Policy.

## Aims

- To reinforce within the school community what bullying is and the fact that it is unacceptable.
- To alert everyone within the school community of the signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victims.
- To ensure that all reported incidents of bullying are investigated appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and cooperation at all times.

## Definition

Bullying is when a person, or a group of people, repeatedly upsets or hurts another person or damages their property, reputation or social acceptance. Bullying may be direct physical, direct verbal, indirect or cyber bullying. Bullying is not a one-off disagreement between two or more people or a situation of mutual dislike.

## Bullying can be:

1. Direct physical bullying – e.g. hitting, tripping, and pushing or damaging property.
2. Direct verbal bullying – e.g. name calling, insults, homophobic or racist remarks, verbal abuse.

# Anti-bullying Policy

3. Indirect bullying – e.g. spreading rumours, playing nasty jokes to embarrass and humiliate, mimicking, encouraging others to socially exclude a person, damaging a person’s social reputation or social acceptance, or cyberbullying.
4. Cyber-bullying is direct or indirect bullying behaviour using digital technology. For example via a mobile phone, chat rooms and social media. It could involve setting up a defamatory personal website or deliberately excluding someone from social networking spaces. It can be verbal or written.

## Implementation

- Our school has adopted a zero tolerance position on bullying.
- Our school will combat bullying by providing a safe, secure and stimulating learning environment.
- We have adopted a three-phase approach to bullying. This approach involves *primary prevention, managing incidents* and what to do *post incident*.

### 1. Primary Prevention:

- All staff have access to this policy via the school’s network.
- National Day of Action against Bullying and Violence is promoted every year. Teachers are prompted to access the resources on <https://bullyingnoway.gov.au/> to complete with their classes. These resources are also highlighted for parents via Compass.
- The Wellbeing Subcommittee will continue to develop the Kids Matter Framework in Kingswood Primary School. This will help to promote inclusiveness, resilience, life and social skills, assertiveness, conflict resolution and problem solving
- The ‘thinking culture’ in Kingswood Primary School promotes positive Habits of Mind, which enables students to problem solve and manage conflict with peers and classmates.

# Anti-bullying Policy

- The active playground ensures that students are occupied during unstructured play times. This includes the provision of toys, activities and play equipment. In addition, Year 5 students work as PLAY Leaders for the younger students to promote playground games.

## 2. Managing Incidents:

- All instances of suspected bullying or inappropriate behaviour will be responded to by staff at a local level (Integration Aide, Teacher on duty on the playground, Classroom Teacher, Specialist Teacher, etc.)
- Parents are encouraged to contact the school if they suspect a bullying or behaviour problem.
- The school will reinforce with students the importance of appropriately reporting incidents of inappropriate behaviour involving themselves or others. Staff will respond appropriately and proportionally to each allegation consistent with the school's Student Code of Conduct, including the proper reporting and recording of the incident on Compass.
- Appropriate and proportional consequences may include a verbal apology, writing a letter of regret, completing a reflection process, loss of privileges etc.
- All incidents or allegations will be properly investigated and documented. If appropriate, parents will be contacted. Depending upon the nature of each incident, the incident may also be reported to police, reported to the Student Critical Incident Advisory Unit, and/or reported to the Department's Emergency and Security Management Unit by following the Department guidelines for managing complaints and misconduct.
- The school may contact support professionals such as Welfare Officers, Welfare Coordinators or Councillors and/or Student Support Officers for assistance and support.
- All parties will be offered counselling and support.
- All repetitive or serious incidents must be brought to the attention of the Principal Class Team.
- Regional Office will provide support as appropriate, and the Principal Class Team will monitor the investigation and review the situation until matters are appropriately resolved.

# Anti-bullying Policy

- Consequences of repetitive or serious incidents may include criminal charges, suspension, expulsion, loss of privileges, counselling, conciliation or any other consequence consistent with the school's Student Code of Conduct.
- A management strategy for all parties will be developed in consultation with the students and parents involved.
- Parents or community members who bully or harass or abuse staff will be provided with official warnings, and if necessary, referred to the police, and/or have trespass restrictions placed upon them by the Principal Class Team consistent with the Summary Offences Act.

## 3. Post Incident:

It is important that appropriate strategies are put in place after the incident has been resolved for all students involved. Appropriate strategies may include:-

- Conciliation meetings between all parties.
- Ongoing monitoring of students involved.
- Identification of an agreed key contact staff member for each student involved.
- Follow-up meetings regarding each child's management strategy.
- Ongoing communication with parents.
- Support and Counselling from appropriate agencies of support officers etc for both parties.
- Reinforcement of positive behaviours and appropriate behaviour strategies.

## References

- [Department of Education and Early Childhood Development - School Policy & Advisory Guide](#)
- <http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/students.aspx>
- <https://bullyingnoway.gov.au/>

# Anti-bullying Policy

## Evaluation

This policy will be reviewed as part of the school's three-year review cycle.

## Review

Version	Edited By/Comments	Next Review
April, 2011	P&C Sub-committee	April, 2014
April, 2014	SD&E Sub-committee	April, 2017
August 2017	Wellbeing Sub-Committee	April, 2020