FAWKNER PRIMARY SCHOOL POLICY

ADDRESSING BULLYING (INCLUDING CYBER BULLYING) BEHAVIOUR

Rationale

Fawkner Primary School will provide a positive, safe and supportive environment, where all community members are treated with respect. The school will not tolerate bullying or harassment in any form. Staff, parents and students will work collaboratively to facilitate learning and growth through a whole school approach to social and emotional wellbeing.

Definition

Bullying may be defined by
> *"a desire to hurt + hurtful action + a power imbalance + (typically) repetition + an unjust use of power + evident enjoyment by the aggressor and a sense of being oppressed on the part of the victim."* (Ken Rigby, 2001)

Bullying may be direct or indirect, and can take many forms, such as
Verbal, for example name calling, put downs, spreading malicious rumours
Physical, for example striking, throwing things, tripping, removing and hiding belongings, unwanted physical contact
Social, for example ignoring, ostracising, persuading people to exclude someone
Gestural, for example threatening or obscene gestures, menacing stares.
Cyber bullying, for example, using the internet, email, intranets, phones or similar technologies to bully.

Aims

- To reinforce within the school community what bullying is (including cyber bullying), and the fact that it is unacceptable.
- Everyone within the school community to be alert to signs and evidence of bullying of any kind and to have a responsibility to report it to staff whether as observer or victim.
- 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 co-operation at all times.

Implementation

Primary Prevention

1. Professional development for staff relating to all forms of bullying including cyber bullying, harassment and proven counter measures.
2. Educate the school community about the seriousness of bullying, including cyber bullying, its impact on those being bullied and how this behaviour is unacceptable
3. Community awareness and input relating to bullying (including cyber-bullying), its characteristics and the school's programs and response.

4. Increase students' awareness of supportive bystander behaviours which are actions and/or words that are intended to support someone who is being attacked, abused or bullied. The actions of a supportive bystander can stop or diminish a specific bullying incident or help another student recover from it.
5. Provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving, e.g. You Can Do It!
6. The curriculum to include anti-bulling messages and strategies.
7. Each classroom teacher to clarify with students at the start of each year the school policy on bullying, including cyber-bullying.
8. All students to be provided with individual and confidential computer and network log ins and passwords. Processes to be put in place to ensure tracking of student activity on the school's computer equipment and network. Firewalls to be installed to eliminate outside traffic into the school's network and intranet.
9. The use of personal mobile phones and other electronic devices by students at school will be banned
10. Continue diligent yard duty supervision and strengthen the yard duty teacher's role in the mediation of conflicts during playtimes.
11. Continue the promotion of positive social behaviours in the classroom and yard.
12. Strengthen community building programs such as Buddies, cross age tutoring and community service.
13. Continue student leadership positions such as Junior School Council, School Captains and Vice-captains.
14. Establish clear protocols for reporting incidents of bullying and harassment.
15. A student bullying survey and yard survey will be administered and acted upon every year.
16. Continue and strengthen training for volunteer programs.
17. Promote community based parenting programs.
18. Investigate conflict resolution and anger management programs for students.
19. Promote relationships of trust between staff and students.

Early Intervention

1. Encourage children to seek counsel and assistance when required.
2. Identify students who have been victims of bullying behaviour and provide them with ongoing support.
3. Identify students who have engaged in bullying behaviour and provide them with ongoing support.
4. Deal with incidents of bullying and harassment when they occur and in a non-confrontational way.
5. Ensure availability of counselling and mediation to support students at risk of being bullied or who are bullying others.
6. Ensure that referral protocols are understood and followed by teaching staff.
7. Parents encouraged to contact the school if they become aware of a problem.
8. Encourage parental involvement in incidents of misconduct involving their child as victim or perpetrator.
9. Regular monitoring of student traffic on school's computer networks to identify potential problems.
10. Public recognition and reward for positive behaviour and resolution of problems.
11. Teaching students to be supportive bystanders

Intervention

1. All reported incidents will be investigated and documented. Records may include information relating to nature of the action, frequency, duration and severity of acts as well as the vulnerability of the victim.
2. Victims of bullying behaviour will be offered support and counsel. Class teachers will monitor the child's well-being and seek support as required.
3. Any child engaging in bullying behaviour will be offered support and counsel. He/she will be required to reach an agreement for future behaviour. Class teachers will document incidents of misconduct and monitor the child's well-being.
4. Parents of children involved in bullying or harassment incidents will be informed, and expected to support the well being of their child.
5. Removal of cyber-bullies from access to the school's network and computers for a period of time.
6. Students and staff identified by others as bullies will be informed of allegations.
7. Consequences for unacceptable behaviour are detailed in the Effective Schools are Engaging Schools Guidelines. These will be followed as appropriate and may include withdrawal of privileges, exclusion from class, exclusion from yard, school suspension or expulsion from school.

Restoring well-being

The welfare of individual children involved in bullying and harassment will be monitored to ensure improvements in the well being of all involved. Parents and teachers will work co-operatively, and support services may be required to support the children and their families.

Review

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

References
DEET, *Addressing Bullying Behaviour in Schools: Resource Booklet,* 2002
DEET, *Framework for Student Support Services in Victorian Government Schools*, 2001
Field, E. M., *Bully Busting*, Finch, Sydney, 1999
Rigby, K., *Stop the Bullying*, ACER, Melbourne, 2001
S428-2007 Cyber Bullying – Updating the Student Code of Conduct
www.bullyingnoway.com.au
Effective Schools are Engaging Schools Guidelines