

## POLICY ON ANTI - BULLYING

The purpose of this document is to define the policy on Bullying at Ardtornish Primary School.

### DEFINITION

A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more other people.

People who engage in bullying behaviours deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly.

Bullying is a clear form of harassment.

### RATIONALE

- The school will provide a positive culture where bullying is not accepted, and in so doing, all will 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.

### AIMS

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up 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

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- The school will adopt a four-phase approach to bullying.

#### A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response, e.g. distribution and use of Bullying Brochure.
- To provide classroom programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Student Representative Council, staff and students to promote the philosophy of 'No Put Downs'.
- Gathering whole school data annually relating to bullying behaviours, location and strategies used by students

#### B. Early Intervention:

- Promote children reporting bullying incidents involving themselves or others.
- On a regular basis teachers will remind students to report incidents, and that reporting is not 'dobbing'.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition for positive behaviour and resolution of problems.

#### C. Intervention:

- Once identified; the perpetrator, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated.
- Both perpetrator and victim offered counselling and support by staff
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's behaviour management structures.

#### D. Follow Up Action:

- Consequences may involve:
  - office connection
  - rethink
  - school suspension.
  - withdrawal of privileges.
  - ongoing counselling from appropriate agency for both victim and the person who engages in bullying behaviours.
- Ongoing monitoring of identified students who engage in bullying behaviours.
- Rewards for positive behaviour.
- Parents may be involved in developing a behaviour plan to support the student in changing his/her behaviour, and to support the school.

#### Evaluation:

This policy will be reviewed with student, parent and community input as part of the school's regular review cycle.