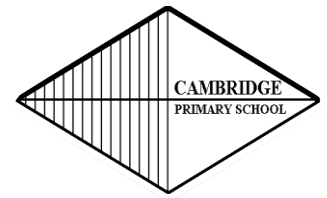


# ANTI-BULLYING POLICY



## Purpose

Cambridge Primary School students have a right to a safe and caring environment which promotes and fosters learning, personal growth and positive self-esteem. The school is committed to providing an environment that treats all individuals with respect, courtesy and care and as a consequence will not tolerate any action that undermines a person's right to feel safe. Action will be taken against those who undermine other student's right to feel safe.

## Guidelines

### Definition of Bullying

Bullying is a pattern of behaviour that can be deliberate or a result of thoughtlessness by a person (or a group) towards another that is designed to hurt, injure, embarrass, upset or discomfort an individual. It includes:

- Physical aggression
- The use of 'put down' comments or insults
- Damage to the person or property
- Deliberate exclusion from activities
- Setting up of humiliating experiences

## Implementation

### Strategies for the Prevention of Bullying

It is a student's right and responsibility to report bullying, whether this happens to them or to someone else. A proactive approach will be taken in the prevention of bullying at Cambridge Primary School.

- The school will keep adequate records of all bullying incidents
- Teachers will work with the parents of the victim of bullying, and will assist their son/daughter to avoid being bullied in the future
- The school will protect and support the victim of bullying, and will assist the student in order to assure that he/she will not be bullied in the future
- The school will assist the bully to change his/her behaviour
- Further transgressions of incidents of a serious nature will require additional counselling with the Student Welfare Coordinator, Principal, School Counsellor and parents
- Resistance to behaviour change and repeat offenders will lead to consequences ranging from detention, through to suspension and expulsion
- The school will work with the parents of the bully to establish joint strategies for behaviour modification

Further to this the school will endeavour to implement the following specific classroom programs in an effort to promote and develop positive social skills:

- Peer Support
- Buddies Program
- Life Ed Van
- Turning the Tide – Drug Ed Program
- Units of work based on developing social skills.
- Values For Life- Whole school social welfare 'weekly' focus.
- Police In Schools
- Grade 6 Personal Development

### Responding to bullying

- Bullying will be given an immediate response on the same day where possible
- A consistent whole- school approach will be used

- Strategies dealing with bullying need ongoing reinforcement
- Clear guidelines in the Student Welfare & Discipline Model need to be followed when dealing with incidents
- All incidents will be documented with the bully, victim, witness/es and incident included
- Serious situations and repeat offenders will be dealt with by the school leaders:-  
Student Welfare Coordinator
- Student Welfare & Discipline Model will be applied when dealing with repeat offenders. Repeat offenders in the yard may be involved in an alternative lunchtime program or have their time in the yard reduced or supervised.
- Counselling will be available for the bullied child (victim) and bully
- Parents will be contacted when deemed necessary

## **Rights and Responsibilities**

### **Staff will:**

- Act as role models of caring and tolerant behaviour
- Listen to reports of bullying
- Endeavour to protect the victim from further harm
- Act to stop the behaviour recurring
- Encourage and supervise the appropriate use of all play areas
- Develop and reinforce the social skills of all students and assertive responses through curriculum based units of work and daily classroom interaction
- Involve students in setting rules and consequences
- Maintain and actively support the buddy program
- Be responsible for ensuring that the discipline policy is consistently implemented throughout the school.
- Foster the whole school 'weekly' focus

### **Students will:**

- Learn to identify bullying
- Develop strategies to deal with bullying and bullies
- Be encouraged to take responsibility for solving the problem by talking to a teacher about any bullying they experience or witness.
- Refuse to be involved in bullying situations.
- Be aware of the rights and responsibilities of their peers and of staff.

### **Parents will be advised to, encouraged to:**

- Listen without blame
- Help their children develop problem solving skills and cooperation
- Refrain from trying to sort out the bullies themselves
- Inform the school if they are aware of or suspect a bullying situation
- Speak to relevant school personnel
- Work with the school in seeking a permanent solution.

### **Evaluation**

- Monitoring yard incidents through the use of the detention book
- Classroom incidents will be documented in an appropriate format which is accessible to the Student Welfare Coordinator
- Effectiveness of classroom social skills program
- Reviewing the policy in light of staff, student and parent surveys and recorded incidents.

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