FOOTSCRAY PRIMARY SCHOOL
Bullying and Harassment Policy

Rationale:

Footscray Primary School does not tolerate violence or bullying. We all have the right of respect from others, the right to learn and teach, and the right to feel safe and secure in their school environment.

Defining Bullying: Bullying occurs when one or more people deliberately upsets or hurts another person, their property, reputation or social acceptance, and this action is repeated over time.
Bullies behave in the following ways:

- direct physical involves behaviour such as hitting, tripping, and pushing or damaging property
- direct verbal bullying is behaviour such as name-calling, insults, homophobic or racist remarks
- Indirect bullying is harder to recognise and often takes place 'behind someone's back'. This type of bullying is designed to damage a person's reputation or cause humiliation
- Cyber bullying involves the use of email, text messages or internet chat rooms to humiliate and distress someone.

There are also many distressing behaviours that are not regarded as bullying even though they are unpleasant and often require teacher intervention and management. Examples of situations that are often confused with bullying include:

- mutual conflict (conflict where both parties are responsible)
- social rejection or dislike
- single-episode acts of nastiness or meanness
- random acts of aggression and intimidation.

(http://www.education.vic.gov.au/aboutschool/childhealth/bullying.htm)

Purpose:

Our school believes that all members of the school community have a right to be:

- To reinforce within the community what bullying is, and the fact that it is unacceptable.
- Everyone within the community to be alert to the signs and evidence of bullying and yo have a responsibility to report it to staff whether as an observer or victim.
- To seek parental / caregiver and peer group support and cooperation at all times.

Implementation

Parents, teachers, students and the community will be aware of the school's position on bullying. At Footscray Primary School we actively promote this Essential Agreement by:

1. Primary Prevention
   - Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
   - Community awareness and input to bullying, its characteristics and the school's programs and response.
   - To promote active teaching and learning about skills through the curriculum framework of the P.Y.P. Strong connections to social skills, transdisciplinary themes, PYP Attitudes and the learner profile)

- A bullying survey will be administered when required. Student Surveys will also be implemented each school year to capture student voice.
- To educate students of the appropriate expectations about appropriate behaviour in relation to cyber safety.
- Develop essential agreements with classrooms using the PYP Attitudes and Learner profile (see essential agreement).
- Develop individual/behaviour support plans for students identified at risk.

2. Early intervention
    - Promote children reporting bullying incidents involving themselves.
    - Teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
    - Parents are encouraged to contact the school if they become aware of a problem.
    - Recognition and reward for positive behaviour and resolution of problems

3. Intervention
    - All incidents and allegations of bullying will be fully investigated and documented.
    - Both bully and victim offered counselling and support.
    - If the bullying continues, parents will be contacted and consequences implemented consistent with the school's discipline policy
    - A restorative approach is used during the intervention stage. Reflection sheets are the first step to support accurate recounts and details of what happened and promote empathy and understanding as well as suggesting solutions.

4. Post incident.
    - Counselling for the victim and bully.
    - Consequences will be logical and are outlined in the school's positive behaviours policy. We use our school approaches to behaviour management alongside the procedures outlined in the DEECD Student Engagement policy.

Evaluation
This policy was ratified by School Council in 2015. It is due for review in 2017.