



Hamlyn Views School

# Prevention of Bullying Policy

## 1. PURPOSE

- The school will provide a positive culture where bullying, including cyber-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 the right to feel safe and secure in the school environment.

## 2. AIMS

- a. To reinforce within the school community that bullying, including cyber-bullying, are serious breaches of the 'Student Engagement and Inclusion' Policy and 'Digital and Online Learning (Internet) Policy and Acceptable Use Agreement' and will not be tolerated in any form.
- b. Everyone within the school community to be alert to signs and evidence of any type of bullying and to have a responsibility to report it to staff whether as observer or victim.
- c. To ensure that all reported incidents of bullying are addressed promptly and that support is given to both victim and perpetrator.
- d. To seek parental, peer-group support and co-operation at all times.

## 3. IMPLEMENTATION

1. Parents, teachers and the whole school community will be made aware of the school's position on bullying.
2. Primary Prevention, Early Prevention and Intervention strategies and processes will be used to support and manage the maintenance of an anti-bullying environment.
3. Incidents of bullying, including cyber-bullying, will be recorded on COMPASS by the first person the incident is reported to, providing incident records that are regularly reviewed, supporting a whole school response that will assist the creation of a bully-free school environment.

### Primary Prevention

- Provide a whole school Social and Emotional Learning strategy that promotes positive relationships, develops resilience, conflict resolution, assertiveness, protective factors and problem solving competencies
- Classroom teachers will reinforce with students at the start of each year the key messages in the 'Prevention of Bullying Policy'.
- Staff and students to promote the philosophies of 'No Put Downs' and 'Say No to Bullying', including when accessing digital devices and the internet.
- Relevant cyber-safety information and programs will be provided that promote and reinforce cyber-safety messages and the practices of eSmart Schools.

### **Early Intervention**

- Promote children reporting bullying incidents upon themselves or witnessed.
- Classroom teachers, on a regular basis, remind students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact the school if they become aware of a problem.

### **Intervention**

- Those identified as being bullied will be counselled.
- Once identified; bully, victim and witnesses talked with, and all incidents fully investigated and documented.
- A restorative approach used with the identified bully, where appropriate.

### **Further Intervention**

- If bullying is ongoing, parents contacted and consequences implemented consistent with school's 'Student Engagement and Inclusion' Policy and 'Digital and Online Learning (Internet) Policy and Acceptable Use Agreement'.
- Ongoing monitoring of identified bullies.
- Ongoing counselling from appropriate support agency for both victim and bully.

## **4. DEFINITIONS**

### **What is Bullying?**

- a. A person is bullied when they are exposed regularly to negative actions or attitudes on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others over time. They can operate alone or as a group.
- b. Cyber-bullying is where communication technology is used to covertly harass or harm another person or group intentionally, repeatedly and antagonistically. It can happen at anytime or anywhere.

### **There are three categories of bullying:**

1. Direct physical bullying e.g. Hitting, tripping, pushing or damaging others property
2. Direct verbal bullying e.g. Name calling, insults, homophobic or racist remarks, verbal abuse
3. Indirect bullying e.g.
  - Lying and spreading rumours
  - Playing nasty jokes to embarrass and humiliate people
  - Mimicking
  - Encouraging others to socially exclude someone
  - Damaging someone's social reputation and social acceptance

**Cyber-bullying** e.g. Direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

## **5. REFERENCES**

- a. HVS 'Student Engagement and Inclusion Policy'
- b. HVS 'Digital and Online Learning (Internet) Policy and Acceptable Use Agreement'

HVS has zero tolerance for any form of child abuse

## **6. EVALUATION**

This policy will be reviewed as part of the school's four yearly review cycle.

**This policy was ratified by School Council in May, 2018**

**Date for next review: 2022**