

Bullying Policy

Definition:

Bullying is when someone (or a group of people) repeatedly and intentionally uses negative words and/or actions against you, which causes you distress and risks your wellbeing.

There are many different forms of bullying, including:

- Verbal/emotional – name calling, putting someone down, ignoring and pulling faces at someone, ridiculing.
- Physical – poking, hitting, punching, kicking, pushing someone and destroying someone else's property.
- Social (covert) – lying and spreading rumours about a person, deliberately excluding from friendship group, playing a horrible joke on someone.
- Cyber bullying – using technology to hurt someone else. For example, sending hurtful messages or pictures on a mobile phone, or bullying via a chat room or social networking site.
- Bullying can also involve someone making threats towards another person, or stalking behaviours.

Rationale:

- Lakes Entrance Secondary College provides a positive culture with zero tolerance of bullying, **racial vilification and violence**.

Implementation:

- Provide clear advice on the roles and responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behavior.
- Ensure that support is provided to any student who has been affected by, engaged in or witnessed bullying behavior.
- Monitor bullying in the school community (**including travel to and from school**), and if necessary, review and modify the Policy accordingly.

A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- Parents are encouraged to contact the school if they become aware of a problem.
- To provide a program that promotes resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- A bullying survey and yard survey will be administered and acted upon.
- Classroom teachers and Coordinators to clarify with students at the start of each term the school policy on bullying.
- **All students have confidential, individual network logins and passwords. All student activity on the school network is monitored.**
- Student Leadership Council, staff and students to promote the philosophy of zero tolerance.

B. Intervention:

- Once identified each bully, victim, witnesses and parents will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students identified as bullies will be informed of allegations.
- Parents to be contacted and bullying policy communicated to student and parent by Coordinator.
- Restorative practice to occur and a Student Support Group (SSG) meeting to be held prior to all involved returning to normal school activities (return to school meeting).
- Part of the restorative practice mentioned in the above point may include a bullying contract.
- Counseling and support will be offered to all involved.
- Removal of cyber-bullies from access to the school's network and computers for a period of time. Loss of privilege to bring a mobile phone to school for students who bully via social media.
- If bullying persists following interventions, parents will be contacted and consequences will escalate with Principal involvement.

C. Post Violation:

- Consequences for students will be individually based and may involve:
 - Ongoing support for both victim and bully
 - Exclusion from class
 - Exclusion from yard
 - Withdrawal of privileges
 - Internal School Suspension
 - External School suspension
 - Exclusion from College
- Reinforcement of positive behaviors
- Year Level Coordinator/Classroom Meetings
- Support Structures
- Rewards for positive behavior

Policy Endorsement & Publication		
The following committees have endorsed this policy/procedure.		
School Council	Signed:	Date:
LESC Leadership team	Signed:	Date:

Policy Review	
This policy is to be reviewed every 2 years.	
Next review: 24 th August 2018	Date: 24 th August 2016