Anti-Bullying and Anti-Harassment Policy

Date Written: 2017 **School Council Ratified: July 2017**	**Review cycle: 1 yearly** **Next review: 2018**

RATIONALE

Fitzroy North Primary School is committed to providing a safe, caring and nurturing environment and culture which facilitates positive relationships to be formed amongst all students and staff. A safe and positive environment encourages self-esteem, cooperation, personal growth and a positive attitude to learning and teaching.
A clear policy on anti-bullying (including cyber anti-bullying) and anti-harassment will inform the community that **bullying and harassment in any of its forms will not be tolerated.**

AIMS

• To reinforce within the school community that no form of bullying or harassment is ever acceptable.

• Everyone within the school community is alerted to signs and evidence of bullying and has a responsibility to report it, to staff, whether as observer or victim.

• To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.

• To seek parental and peer-group support and co-operation at all times.

IMPLEMENTATION
What is bullying? What is cyber bullying? What is harassment?

BULLYING is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

CYBER-BULLYING consists of covert, psychological bullying, conveyed through the electronic mediums such as mobile phones, web-logs and web-sites, online chat rooms, 'MUD' rooms (multi-user domains where individuals take on different characters) and Xangas (online personal profiles where some adolescents create lists of people they do not like). It is verbal (over the telephone or mobile phone), or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

HARASSMENT is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person which could reasonably be expected to cause offence, humiliation or intimidation to a person.

Our school will actively promote a positive and welcoming personal environment for all members of the school community. When people are bullied or harassed some effects might be anger, embarrassment, fear and humiliation, loss of self-confidence and reduced function and potential. Bullying and harassment will be addressed, individual differences will be respected and students and staff will be enabled and supported in their pursuit of learning and teaching.

GUIDELINES

• A school-wide approach will be taken to deal with bullying (including cyber bullying) and harassment in a consistent and systematic way.
• The Induction Process provided for all new students and staff will inform them of the anti-bullying and anti-harassment policy and practices at the commencement of their time at the school.
• The school will reinforce this learning periodically to remind all members of the school community that this is the policy.
• All complaints of bullying and harassment will be heard in confidence and taken seriously.

• Our school will organise preventative curriculum programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.

• Staff programs will occur periodically to keep staff informed of current issues/strategies for dealing with these issues.

• There will be disciplinary consequences, covering a range of strategies, for those in breach of the Anti-Bullying (including cyber bullying) and Harassment Policy, guidelines and procedures.

PROGRAM

• Constructive strategies to deal with bullying and harassment will include: education in coping strategies; assertiveness training; problem solving and social skills; counselling and behaviour modification. These strategies will be employed in preference to punitive sanctions and negative consequences.

• The Anti-Bullying and Anti-Harassment Policy of the school will be widely promoted to students, staff, parents/carers and the local community.

• The school leadership team and the teachers will work together to ensure the safety of all school members in situations of bullying (including cyber bullying) and harassment, by thoroughly investigating all complaints while respecting the need for confidentiality, notifying parents/carers and planning interventions.

• If a teacher feels a student is at serious and imminent risk from bullying (including cyber bullying) and harassment then it is their professional duty to pass on the information to an appropriate person in order to ensure appropriate support for the student. It is important that teachers document fully their interaction with the student and to verify the actions taken.

• Student programs will be organized to raise student awareness about a bullying (including cyber bullying) and harassment, to provide a forum for discussion of matters and to aid development of positive attitudes. Some matters will be dealt with formally in the curriculum and in peer support programs, leadership programs, extra-curricular programs and occasional activities run by outside experts and workers. The curriculum will include anti-bullying messages and strategies in line with current DET materials.

• Professional Development will be provided for staff relating to bullying (including cyber bullying) and harassment and proven strategies to address these issues in classrooms will be shared with all staff.

• The school will provide specialist resources such as books, videos, kits and off site in-service activities to assist staff in responding appropriately to bullying (including cyber bullying) and harassment issues.

• Disciplinary consequences for bullying (including cyber bullying) and harassment will comply with the school's Whole School Approach to Behaviour Management. The principal or their nominee will provide disciplinary consequences including suspension in accordance with Department of Education and Training (DET) guidelines.

REFERENCES Links which are connected with this policy are:

- DETs Student Engagement and Inclusion Guidance 2014:
- Student Engagement Policy
- The school's Acceptable Use Agreement and Internet Usage Policy
- Student Code of Conduct
- Whole School Approach to Student Behaviour Management
- The school's Child Safe Policy