**Zeerust Primary School**

**BULLYING POLICY**

**Definition:**
A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more other people. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

**Rationale:**
- The school will provide a positive culture where 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 a right to feel safe and secure in their school environment.

**Aims:**
- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

**Implementation:**
- Parents, teachers, students and the community will be aware of the school’s position on bullying.
- The school will adopt a four-phase approach to bullying.

A. **Primary Prevention:**
- Community awareness and input relating to bullying, including cyber-bullying, its characteristics and the school’s programs and response.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- To implement the school’s wellbeing policy.
- A regular survey of all students measuring connectedness to school.

B. **Early Intervention:**
- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.
- School Council will be informed of all bullying incidents.

C. **Intervention:**
- Once identified; bully, victim and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Both bully and victim offered counselling and support.
If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school’s student wellbeing policy.

D. **Post Violation:**
- Consequences may involve:
  - exclusion from class.
  - exclusion from yard.
  - school suspension.
  - withdrawal of privileges.
  - ICT use being prohibited.
  - ongoing counselling from appropriate agency for both victim and bully.
- Ongoing monitoring of identified bullies.
- Rewards for positive behaviour.

**Evaluation:**
First Implemented 26 October 2009
This policy will be reviewed in Term 4, 2016

Ken Makin
School Council President

Peter Farrell
Principal

This policy was last ratified by School Council in... October 2014