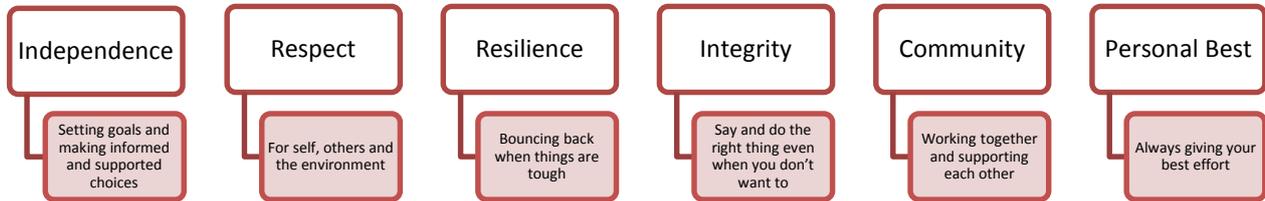


## Elmore Primary School Anti-Bullying Policy



- Refer also to the Behaviour Management Policy, Student Code of Conduct, Staff Code of Conduct and Parent Code of Conduct

### Definition:

A person is bullied when they are intentionally exposed regularly and over time to negative actions by one or more people. These groups could include students, staff, parents and the broader school community. Bullies are people who deliberately 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 parents, students and staff 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.

### Implementation:

- Bullying may consist of physical harm, harassment, verbal insults or hurtful remarks, and includes actions designed to hurt somebody's reputation, social standing or to cause humiliation.
- Bullying may be carried out directly or indirectly, and may include the use of digital technologies such as social network sites, websites or on-line chat rooms.
- Our school has adopted a zero tolerance position to bullying.
- Our school will combat bullying by providing a safe, secure and stimulating learning environment based on the Effective School's model and our school values.
- We have adopted a four-phase approach to bullying.

### Primary Prevention:

- Our school values will guide behaviour.

- Promote school community awareness and input relating to 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.
- 'You Can Do It' education program implemented across the school.
- A bullying survey and yard survey will be administered and acted upon. This will take place during Term 1 and will be revisited in Term 3 each year.
- Each classroom teacher will clarify the school policy on bullying at the start of each year.
- Junior School Council, staff, parents and students will promote the philosophy of 'No Put Downs'.
- Where possible, electives and structured activities will be available to students at lunch breaks.
- Professional Development will be provided for staff relating to bullying, harassment and proven countermeasures.
- Buddy system for Prep/Grade 6 students
- Parents are encouraged to approach staff at the school if they have any concerns. Directly approaching a student or parent is not appropriate.
- Anti-bullying and values posters will be displayed around the school.

**Evaluation:**

This policy will be reviewed as part of the school's three-year review cycle.

<b>This policy was last ratified by School Council in</b>
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