**BULLYING**

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

**Some research facts about bullying:**
- Children who bully are more likely to have more peer support than the victim
- Being a bully or a victim may last a very long time unless there is proactive intervention
- Girls are less likely than boys to report they are being bullied
- About 50% of children are bullied in their school life, some as often as once a week
- Students often justify bullying and the victim blamed. The victim can often feel ashamed
- Bullies often use silent, secret and subtle tactics that can be hard to detect and stop. Different approaches need to be used for different situations
- Being bullied can often have serious affects for children in their later years
- Bullies can also be victims

**Bullying at school – what can we do?**
- Through lessons and assemblies clearly state what bullying is
- Be clear about the fact that bullying is unacceptable
- Take the victim seriously and do not trivialise incidents
- Do not blame the victim
- Intervene early to reported incidents and monitor
- Conduct serious and respectful problem solving meetings between the bully and the victim - monitor
- Listen and act when parents report bullying incidents
- Record information
- Implement behaviour management agreements for students who bully

**Information for parents to discuss with their children:**
You know you are being bullied if you are continually being hurt physically or emotionally by another student or group of students. You can feel very helpless and wonder if anyone can help you in this situation, especially if the person who is making you feel this way is a friend. You might be hurt by the way children speak to you or the way they speak to other people about you. You may feel lonely and separated from others. You may feel hurt by someone stealing or damaging your belongings. You might have a mixture of emotions such as feeling hurt, sad, angry and lonely. If you believe you are being bullied you should tell at least three people, making sure that some of the people you tell are adults. Something can be done.

(Refer to the Kennington Primary School Anti- Bullying Policy)
Kennington Primary School 3686  
Anti-Bullying Policy

**Definition:**
A person is bullied when other people expose them regularly and over time to negative or harmful actions. 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.

**Phase 1**
- Professional development for staff relating to bullying, harassment and proven counter measures.
- 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 eg ‘You Can Do It Education’ program implemented across the school.
- Each classroom teacher to clarify at the start of each year the school values and policy on bullying.
- The curriculum to include anti-bullying messages and strategies eg: ‘Restorative Practice’
- Structured activities be available to students at recess and lunch breaks.
- Jump Start Program

**Phase 2**
- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
- Parents encouraged to contact the school if they become aware of a problem.
Designated safe and quiet places for children to access at lunch times eg library.
Public recognition and reward for positive behaviour and resolution of problems.

Phase 3
- Once identified each bully, victim and witness will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed of allegations.
- Both bullies and victims will be offered counselling and support.
- If student bullying persists parents will be contacted and consequences implemented consistent with the school’s Student Code of Conduct.
- If staff bullying persists the principal will commence formal disciplinary action.

Phase 4
- Consequences for students will be individually based and may involve:
  - exclusion from class
  - exclusion from yard
  - school suspension
  - withdrawal of privileges
  - ongoing counselling from appropriate agency
- Reinforcement of positive behaviours
- Classroom Meetings
- Support Structures
- Ongoing monitoring of identified bullies
- Rewards for positive behaviour
- Consequences for staff will be individually based and may involve:
  - counselling
  - a period of monitoring
  - a formal support group
  - disciplinary actions

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

This policy was last ratified by School Council in April 2009