

Anti-Bullying and Anti-Harassment (including Cyber Bullying) Policy

Purpose:

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

Aims:

- To provide a consistent approach for dealing with bullying, harassment and victimization.
- To encourage positive behaviour and actively discourage negative behaviour
- To provide proactive systems to define, teach and support appropriate behaviour
- To provide the optional learning environment where students feel safe, connected, valued and supported to achieve their full potential

Definitions:

Bullying is repeated oppression, physical or psychological, of a less powerful person by a more powerful person or group directed towards a lesser powerful person or group that is intended to cause harm, distress or fear. (*DET Bullying Prevention Policy 2014*). Bullying can take a number of forms including: verbal (direct and indirect), physical (direct and indirect) psychological, social (such as unfair exclusion, rumour spreading) and cyber bullying. Behaviour is usually defined as bullying if it is **ongoing**, rather than a one-off isolated incident

Cyber-bullying Cyberbullying is bullying using digital technologies including mobile phones, email and social media tools. Cyberbullying includes: **Pranking** Repeated hang ups, anonymous, mocking or threatening phone calls. **Image Sharing** Forwarding or sharing unflattering or private images without permission. **Sexually explicit images** People of any age, who forward or share images of a sexual nature of a person under 18 need to be aware that this is a criminal offence (child pornography) that may result in prosecution. **Text and email** Sending insulting or threatening text messages or emails. **Personal online information** Publishing online someone's private, personal or embarrassing information without permission, or spreading rumours online. **Identity theft** Assuming someone's identity online and negatively representing them in a way that damages their reputation or relationships. **Hate sites** Creating hate sites or implementing social exclusion campaigns on social networking sites.

Harassment is any verbal, physical or sexual conduct (including gestures) which is uninvited, unwelcome or offensive to a person.

Guidelines for implementation:

- Students, parents/caregivers, teachers and other staff have the shared responsibility for preventing and responding to any bullying behaviour
- Students have the responsibility of treating one another with respect in line with the school's CARE values and classroom Code of Conduct/Agreements
- Parents/carers share the responsibility with their child(ren) to report any instances of bullying that they witness or hear about to school staff as soon as possible
- Staff have the responsibility to accurately record all incidents of bullying that are brought to their attention and document what follow up action was taken
- Members of staff are to ensure that support is provided to any student affected by, engaged in or who has witnessed bullying behaviour, harassment or victimization. This may include the provision of first aid or counselling, where necessary
- Provision of targeted intervention either on a class, small group or individual level as a part of our Student Wellbeing Approach may be implemented (eg: Circle Time, Behaviour Reflection)
- Referral to the School Chaplain for pastoral care with the knowledge and consent of the parent/carer
- Referral to external agencies and support services with the cooperation of the parent/carer
- Restorative Practice procedures is one way that is used to try and resolve the situation. Agreements with regards to joint or separate play areas or restrictions and supervised play will be decided as necessary.
- The risk of cyber bullying is reduced by imposing a ban on the use of mobile phones during school time
- School internet access is restricted to approved sites by a limited cache
- Students are unable to access social networking sites during school hours
- An ICT Acceptable Use Agreement is signed by students and their parents before they can access any ICT devices at school

References:

<http://www.education.vic.gov.au/school/principals/spag/safety/Pages/bullying.aspx>



This policy is to be read in conjunction with the following :

- Student Well Being Policy 2015
- Duty of Care Policy and Procedures 2015

- ICT Acceptable Use Agreement 2016
- Mobile Phone Policy 2016
- eSmart Policy 2016

Evaluation:

Evaluation of this policy will be carried out by the Education Committee as part of the cyclic review process in three years' time or beforehand if a significant issue arises.

Date Implemented	May 2017
Author	Education Committee Emma Gardner, Adriana Grisold, Sue Fergeus
Approved By	School Council
Approval Authority (Signature & Date)	 
Date Reviewed	April 2017
Responsible for Review	Education Committee
Review Date	2020

