#  kuyung1

**Rationale:**

Kunyung Primary School values a culture of mutual respect, the valuing of diversity and positive resolution of conflict. Positive social behaviours are developed and enhanced through skills-based programs which align with the PYP attitudes. Our school is committed to ensuring a caring learning environment, which promotes personal growth and positive self-esteem for all.

**Aims:**

To reinforce within the school community what bullying is, and the fact that it is unacceptable.

* To alert everyone within the school community of the signs and evidence of bullying and harassment and to ensure bullying is reported to staff whether a person is an observer or a victim.
* To ensure that all reported incidents of bullying and harassment are followed up appropriately.
* To seek parental and peer-group support and co-operation at all times.

# Definitions:

**BULLYING** - A person is bullied when someone, or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons. For behaviour to be considered bullying, it has to meet certain criteria:

1. Repeated.
2. Intention to cause harm.
3. Targeted.
4. Interaction.

A one off incident is still an incident, but not bullying. Mutual conflict, single-episode acts and social rejection or dislike are examples of these one off incidents.

**HARASSMENT -** Harassment is an abuse of power. It is an act of aggression causing embarrassment, pain or discomfort to another. It can be physical, verbal, gesture, exclusion or isolation, it can be planned or it may be unintentional, it may involve groups or individuals.

**Implementation:**

Bullying and harassment may consist of physical harm, verbal insults or hurtful remarks, or 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 on bullying and harassment.
* Our school will combat bullying by providing a safe, secure and stimulating learning environment based on the Effective School’s model.
* We have adopted a four-phase approach to bullying and harassment.

**PHASE 1: Primary Prevention:**

* Professional development for staff relating to bullying, harassment and proven counter measures.
* Each classroom teacher to clarify with students the types of bullying and harassment, as well as the consequences and impact of bullying and harassment.
* Community awareness and input relating to bullying and harassment, its characteristics and the school’s programs and response, complemented by clear processes for reporting suspected bullying and harassment.
* A bullying report page available on Compass that enables parents and students to report suspected incidents of bullying and harassment.
* Teachers will be trained in cybersafety. Cybersafety awareness programs will be provided for parents and cybersafety will form part of each child’s ICT curriculum. Resources will be available to parents via Compass and will also be circulated via parent information nights and the school newsletter.

# PHASE 2 - Isolated, Infrequent or Less Serious Incidents:

* All instances of suspected bullying or inappropriate behaviour must be responded to by staff.
* Parents are encouraged to contact the school if they suspect a bullying or a behaviour problem.
* The school will reinforce with children the importance of appropriately reporting incidents of inappropriate behaviour involving themselves or others, and the imperative that staff respond appropriately and proportionally to each allegation consistent with the school’s Students Engagement Policy (Codes of Conduct), including the proper reporting and recording of the incident.
* Parents are to be contacted if their child is alleged to have been bullied or experienced inappropriate behaviour, or if their child appears to have behaved inappropriately or bullied someone else.
* Appropriate and proportional consequences may include, but not limited to, a verbal apology, writing a letter of regret, completing Reflection Sheets, exclusion from extracurricular activities (camps, school socials, incursions, excursions), lunchtime withdrawal.
* Public recognition and reward for positive behaviour and resolution of problems will occur as appropriate.

# PHASE 3 - Repetitive or Serious Incidents:

* Serious incidents and/or repetitive incidents of bullying or unacceptable behaviour must be reported, responded to by staff and documented.
* Serious incidents are those that include physical assault, sexual assault, criminal activity involving theft or serious damage of property, serious threats or homophobic bullying etc.
* All such incidents or allegations will be properly investigated and documented. Depending upon the nature of each incident, they may be also be reported to and investigated by police, reported to the Student Critical Incident Advisory Unit, and/or reported to the Department’s Emergency and Security Management Unit.
* The school may contact support professionals such as Welfare officers, Welfare coordinators or Councillors and/or Student Support Officers for assistance and support.
* Students, staff and parents identified by others as bullies will be informed of allegations.
* Both bullies and victims will be offered counselling and support.
* All repetitive or serious incidents must be brought to the attention of the principal class members of the school.
* The most appropriate staff member will contact parents of the targeted child. Principal class members will contact alleged perpetrators unless advised by police etc not to do so.
* Regional office will provide support as appropriate, and the principal will monitor the investigation and review the situation until matters are appropriately resolved.
* Consequences of repetitive or serious incidents may include criminal charges, suspension, expulsion, loss of privileges, counselling, exclusion from extra curricular activities or any other consequences consistent with the school’s Student Code of Conduct.
* A Behaviour Support Plan for all parties will be developed in consultation with the students and parents involved.
* Parents or community members who bully or harass or abuse staff will be provided with official warnings, and if necessary referred to the police, and/or have Trespass restrictions placed upon them by the principal consistent with the Summary Offences Act.

# PHASE 4 - Post Incident

It is important that appropriate strategies are put in place after the incident has been resolved for all students involved. Appropriate strategies may include, but not limited to:

* conciliation meetings between all parties
* ongoing monitoring of students involved.
* identification of an agreed key contact staff member for each student involved.
* follow-up meetings regarding each child’s management strategy.
* ongoing communication with parents.
* counselling from appropriate agencies of support officers etc for both parties.
* reinforcement of positive behaviours and appropriate behaviour strategies.

Supporting Resources

**School Policy & Advisory Guide:** <http://www.education.vic.gov.au/school/principals/spag/safety/Pages/bullying.aspx>

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)[www.dest.gov.au/schools/school\_education/publicationsresources/profiles/nationalsafe\_schoolsframework](http://www.dest.gov.au/schools/school_education/publicationsresources/profiles/nationalsafe_schoolsframework)

**Evaluation:**

This policy will be reviewed as part of the school’s review cycle.



 **This policy was last ratified by School Council on....**

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