



## Bullying Prevention Policy

### Rationale

This policy exists to provide a framework for managing incidents of bullying at Fairfield Primary School.

### Aim

- To define the types of behaviours that the school deems to be bullying.
- To provide clear advice on the roles and responsibilities of students, parents and teachers for preventing and responding to bullying.

### Definitions

Bullying is 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. *(Department of Education and Training, Feb 2016)*

There are four broad categories of bullying:

- **Direct physical bullying:** including hitting, tripping, pushing and damaging property.
- **Direct verbal bullying:** including name calling, insults, homophobic or racist remarks, verbal abuse.
- **Indirect bullying:** harder to recognise and often carried out behind the bullied student's back, including lying and spreading rumours, playing nasty jokes to humiliate and embarrass, mimicking or encouraging others to socially exclude someone, thereby damaging their social acceptance.
- **Cyber bullying:** including use of email, text messages or chat rooms to humiliate and distress.

### Implementation

#### STRATEGIES FOR THE PREVENTION OF BULLYING

- Programs will be organised to raise children's awareness about bullying (including cyber bullying) and harassment, to provide a forum for discussion of matters and to aid development of attitudes. Some matters will be dealt with formally in the curriculum and in peer support programs, leadership programs, extra-curricular programs and occasional activities run by outside experts and providers.
- Professional development will be provided for staff relating to bullying (including cyber bullying) and harassment and proven strategies to address these issues in classrooms will be shared with all staff.
- The school will provide specialist resources such as books, videos, kits and off site in-service activities to assist staff in responding appropriately to bullying (including cyber bullying) and harassment issues.
- If circumstances warrant, the school may consider using Bullying No Way! and the National Safe Schools Framework.



- The school will ensure the policy is easily accessible within the school community and published on the school's website

## GUIDELINES FOR RESPONDING TO BULLYING

- **Bullying is reported to the school**

Incidents of bullying are to be reported by any person who is aware of the bullying that is occurring. This may include a student, staff member or a family member. Such incidents may be reported to a class teacher, Assistant Principal or Principal. Where the bullying is witnessed by a member of staff, they will report this to the Principal or Assistant Principal.

- **School conducts an investigation to ascertain the facts**

All incidents or allegations of bullying are to be fully investigated in a discreet manner. The Assistant Principal and teachers of students involved in the alleged bullying will talk to the students involved in the incident to ascertain the facts. This may include observers of the alleged bullying. These recounts are to be recorded by the Assistant Principal or teacher in note form.

- **School communicates with families**

Families of the students involved in the alleged bullying are to be informed of what has taken place by the Assistant Principal or Principal.

- **Restoration**

An agreement is to be made between the recipient and perpetrator of the bullying about future desired behaviours (as referred to in the Student Engagement Policy). Both recipients and perpetrator are to be offered counselling and support. A Behaviour Agreement Plan may be implemented for the perpetrator.

- **Monitoring**

Teachers, the Assistant Principal and Principal will monitor the behaviour and emotional wellbeing of both the recipient and the perpetrator.

- **If the undesirable behaviour continues**

The school is to follow its procedures as laid out in Appendix 4 of its Student Engagement Policy.

## Evaluation

This policy will be reviewed as part of Fairfield Primary School's one-year review cycle in November 2018.

## References

- Department of Education—[Advice regarding safe and appropriate behaviour](#)
- [BounceBack!](#)

This policy was ratified by School Council in November 2017