BULLYING & HARASSMENT POLICY

Rationale

- Bullying is defined below.
- Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management.
- Mutual conflict involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.
- Single-episode acts of nastiness or physical aggression are not the same as bullying. If someone is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different people is not the same as bullying. However, this does not mean that single episodes should be ignored or condoned as these are unacceptable behaviours.

Purpose

- To create a safe and respectful school environment and prevent bullying, cyber bullying and other unacceptable behaviours.
- To ensure Bayswater West Primary School complies with DET policy and guidelines.
- To further empower children who are key stakeholders within our organisation.
- To ensure the school has in place strategies to enhance compliance with the Child Safe Standards 2, 4 and 7.
- To ensure the school discharges its duty of care towards children

Definitions

Bullying is when someone, or a group of people, deliberately upsets or hurts another person or damages 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.

Direct physical bullying	hitting, kicking, tripping, pinching and pushing or damaging property
Direct verbal bullying	name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.
Indirect bullying	action designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes: lying and spreading rumours playing nasty jokes to embarrass and humiliate mimicking encouraging others to socially exclude someone damaging someone's social reputation or social acceptance

Cyberbullying is direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

Homophobic Bullying on the basis of sexuality is a common experience for young people who are same sex attracted or for those who may not behave according to gender stereotypes.

Implementation

- The school has **zero tolerance of bullying and of harassment in any form.**
- The wellbeing of every child at the school is our highest priority.
- The school encourages all children to speak up when bullying or harassment is encountered
- The school will:
    - promote and support safe and respectful learning environments where bullying is not tolerated
    - provide clear definitions of what is and what is not bullying, including descriptions of the different subtypes of bullying
    - put in place whole-school strategies and initiatives as outlined in DET's anti-bullying policy
    - develop a Student Engagement Policy that includes processes and strategies to prevent and respond to incidents of bullying and other forms of unacceptable behaviour.
    - Involve children, staff and parents/carers in updating the Student Engagement Policy.
    - take a whole-school approach focusing on safety and wellbeing
    - consistently respond to all incidents of bullying that have been reported to the school and ensure that planned interventions are used to respond to these incidents
    - ensure that support is provided to any child who has been affected by, engaged in or witnessed bullying behaviour
    - provide regular updates, within the bounds of privacy legislation, to parents/carers about the management of incidents
    - address cyber bullying as part of its *Internet Use/Social Media Policy*
- The school will ensure the policy is easily accessible within the school community and published on the school's website.
- If circumstances warrant, the school may consider using Bullying No Way! and the National Safe Schools Framework.
- For further information, including information on sexual diversity, the school will refer to the DET resources at the website below.
- Please refer also to the school's *Duty of Care Policy,* the *Student Engagement Policy,* the *Gender identity Policy* and the Child Safe Standards.

Evaluation

- This policy will be reviewed annually as part of preparing the Annual Report or if guidelines change (latest DET update late April 2017).

This update was ratified by School Council on 22/05/2017