

Anti-Bullying



Annunciation is a no bullying tolerance school.

Definition

Bullying is a pattern of behaviour by one person or more towards another which is designed to intimidate, hurt, injure, embarrass, upset, or discomfort that person. Bullying is a clear form of harassment.

Forms of bullying:

- **Physical**- Includes fighting, pushing and invasion of personal space.
- **Verbal**- Includes name calling, offensive language, teasing, insults and the use of put-down comments.
- **Gesturing**- Includes graffiti or damaging others' property,
- **Exclusion**- Includes being ignored, left out on purpose or not allowed to join in.
- **Threats**- Includes forcing others to act against their will.
- **Cyberbullying**- Includes school and home based devices/technology and the internet/software to intentionally cause fear, distress and/or harm.

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 environment.

Aims

- To support everyone in our school community to feel safe within the school.
- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To ensure that the whole school community is alert to signs and evidence of bullying and has 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 perpetrator.
- To seek parental and peer-group support and co-operation at all times.

Implementation

Our approach requires the whole school community playing a part in making sure that Annunciation is a no bullying tolerance school. Our school adopts a four-phase approach to bullying.

A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and proven counter measures.
- School awareness and input relating to bullying, it's characteristics and the school's programs and response to provide practices that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- Each classroom teacher to clarify at the start of each year the school policy on bullying and behavioural expectations.
- The curriculum to include anti-bullying messages and strategies e.g: 'Stop, Think, Do.'

B. Early Intervention:

- 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.

C. Intervention:

- 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 support.
- If student bullying persists parents will be contacted and consequences implemented.
- If staff bullying persists the principal will commence formal disciplinary action.

D. Post Violation

- Consequences for students will be individually based and may involve :-
 - exclusion from class.
 - exclusion from yard.
 - withdrawal of privileges.
 - ongoing counselling from appropriate agency for both victim and bully.
 - school suspension if bullying escalates.
- Reinforcement and recognition of positive behaviours.
- Classroom meetings.
- Support Structures.
- Ongoing monitoring of identified bullies.
- Consequences for staff will be individually based and may involve:-
 - counselling
 - a period of monitoring
 - a formal support group
 - disciplinary actions

Responsibilities

Teachers will -

- Guide students to follow the school rules and understand what bullying is.
- Be observant of suspected incidents of bullying.
- Listen to concerns and offer guidance and assistance.
- Communicate openly with parents and contact relevant organisations for school and home support.
- Follow up any reports of bullying.
- Record incidents on the school proforma.

Students will be encouraged to -

- Follow the school rules.
- Tell a staff member of any bullying occurring to themselves or others.
- Be an upstander to bullying and seek help whilst keeping themselves and others safe.

Parents are advised to-

- Watch for signs of bullying and changes in their child's behaviour. (E.g. Reluctance to go to school, excessive tears, anxiety, withdrawal from peers and family members.)
- Support their child to communicate incidents of bullying to their class teacher/principal.
- Communicate openly with the school where bullying is of concern and never approach or confront another person's child.

Evaluation:

This policy will be reviewed with the whole staff, student, parent and community input as part of the school's four year review cycle.

Resources and helpful websites

"Friendly Kids, Friendly Classrooms" - J McGrath

Think U Know- www.thinkuknow.org.au

Bullying. No Way!- www.bullyingnoway.gov.au

Cybersmart- www.cybersmart.gov.au

Alannah and Madeline Foundation- www.amf.org.au

Reach Out- www.reachout.com

[www.curriculum.edu.au/mind matters](http://www.curriculum.edu.au/mind_matters)

www.eduweb.vic.gov.au/bullying/index.htm

Appendix

- Vision Statement
- C.E.C.V. Pastoral Care Policy
- Student Welfare & Support Group Policy

Updated October 2015