

BULLYING AND HARASSMENT POLICY

PURPOSE

To create safe and respectful school environment and prevent bullying, cyber-bullying and other unacceptable behaviours.

Every person involved in Toolangi Primary School has a responsibility to understand the important and specific role he/she plays individually or collectively to ensure the wellbeing and safety of all children as are stated in the schools child safe policies.

DEFINITION

Bullying is repeated oppression, physical or psychological, of a perceived less powerful person by a perceived more powerful person or group.

Cyber-bullying consists of covert, psychological bullying, conveyed through the electronic mediums such as mobile phone, web-logs and web-sites, on-line chat rooms and social media. 'It is verbal (over the telephone or mobile phone), or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

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

This table describes the categories of bullying.

Category	Includes
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: <ul style="list-style-type: none"> ➤ 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	➤ 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.

Note: Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management.

IMPLEMENTATION

- Promote and support safe and respectful learning environments where bullying is not tolerated.
- Put in place whole-school strategies and initiatives as outlined in the Department'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 students, staff and parents in updating the Student Engagement Policy.
- Work in partnership with parents to reduce and manage bullying.
- Take a whole-school approach focusing on safety and wellbeing.

RESPONSE TO INCIDENTS

- All instances of suspected bullying or inappropriate behavior must be responded to by staff.
- Appropriate and proportional consequences may include a verbal apology, writing a letter of regret, completing a Behaviour Incident booklet/information sheet, loss of privileges etc.
- All such incidents or allegations will be properly investigated and documented.
- The school may contact support professionals such as Welfare officers, Welfare coordinators or councilors and/or Student Support Officers for assistance and support.
- Both bullies and victims will be offered counselling and support.

This policy will be revised during the life of the Schools Strategic Plan; 2013 - 2017