



Avenel Primary School

"Creating learners, Growing Good People, Giving Something Back"

School Bullying and Harassment Policy

Rationale of the Avenel Primary School Anti Bullying Policy

Avenel Primary School believes that in order for students to learn to the best of their ability and to extend personal growth, they must have a safe and friendly environment in which to spend their time. 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 school environment.

Definition of Bullying

A person is bullied when they are intentionally exposed regularly and over time to negative or harmful actions by one or more people. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

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: 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. These may include:

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.

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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 of nastiness or physical aggression should be ignored or condoned as these are unacceptable behaviours.

Aims of Anti-Bullying Policy

To reinforce within the school community what bullying is, and the fact that it is unacceptable. Everyone within the school community to be alert to signs and evidence of bullying and to have 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 perpetrators.

To seek parental and peer-group support and cooperation at all times.

Structure/Content of Anti-Bullying policy

The school will adopt a four-phase approach:

A. Primary Prevention: Community education

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving. The "You Can Do It Program" will be used to define and teach pro-social behaviours.
- Feedback from students will be sought regularly in order to monitor the school's culture with regard to bullying
- School leaders, staff and students to promote the philosophy of 'No Put Downs'.

B. Early Intervention:

- Encourage children to report bullying incidents involving themselves or others.
- Classroom teachers regularly reminding students to report incidents, and that reporting is a key behaviour in preventing bullying.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.
- The Principal is to be informed of all alleged bullying incidents.

C. Intervention:

- The Bully Survey will be used as a key tool in identifying bullying incidents.
- Those identified through the Bullying Survey will be counselled.
- Once identified, bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying fully investigated and documented.

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- Both bully and victim offered counselling and support in individual meetings and in combined/mediated setting if appropriate.
- If bullying is significant or ongoing, parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.

D Post-violation policy outcomes:

Discipline consequences for bullies may involve:

- a formal apology
- exclusion from yard.
- school suspension.
- Expulsion

The severity of the incident, level of remorse and previous behavioural history of the bully will affect the severity of the discipline action:

Date Ratified at School Council _____

Principal Signature _____

School Council President Signature _____ **Review Date** _____