



METUNG PRIMARY SCHOOL

ANTI-BULLYING POLICY 2014

RATIONALE

Metung Primary School is committed to providing a safe, happy and secure community for all of its members and will therefore not tolerate any action that undermines a person's rights in relation to this. The school will take whatever steps necessary to prevent such behaviour.

The school will provide a positive culture where bullying is not accepted, and in doing so, all will have the right of respect from others, the right to learn or teach and a right to feel safe and secure in the school environment at all times.

Every member of the school community has the right to be free from bullying. Therefore all members of the school community have a responsibility to actively practice and promote:

- A school environment that is safe, happy and free from all forms of bullying.
- Tolerance for individual differences.
- The values of courtesy, respect, compassion and care for others.
- A supportive and encouraging climate where the achievements and efforts of others are acknowledged and recognised.
- A commitment to upholding all aspects of this policy.

AIMS:

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To alert everyone within the school community of the signs and evidence of bullying and to ensure bullying is reported to staff whether a person is an observer or a victim.
- To ensure that all reported incidents of bullying are followed up appropriately.
- To seek parental and peer group support and cooperation at all times.

DEFINITION OF BULLYING

Bullying is a systematic abuse of power. It typically involves repeated and intentional acts that aim to dominate and cause hurt, fear, or embarrassment in another person. Bullying is generally deliberate and planned, but can also be a result of thoughtlessness. It can be perpetrated by an individual or by groups.

FOUR TYPES OF BULLYING ARE IDENTIFIED:

1. **Physical bullying** includes, but is not limited to; hitting, kicking, tripping, pinching and pushing or damaging property.
2. **Verbal bullying** includes, but is not limited to; name calling, insults, teasing intimidation, homophobic or racist remarks, or verbal abuse



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3. **Covert bullying** is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Covert bullying includes, but is not limited to:
- Lying and spreading rumours.
 - Negative facial or physical gestures, menacing or contemptuous looks.
 - Playing nasty jokes to embarrass and humiliate.
 - Mimicking unkindly.
 - Encouraging others to socially exclude someone.
 - Damaging someone's social reputation or social acceptance.
4. **Cyber bullying** is overt or covert bullying behaviours using digital technologies. Examples include harassment via mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces. Cyber bullying can happen at any time. It can be in public or in private and sometimes only known to the target and the person doing the bullying.

STRATEGIES FOR PREVENTION:

All members of the School Community have the responsibility to work actively towards the prevention of bullying.

This requires staff to:

- be positive role models at all times
- be vigilant in monitoring for signs of bullying behaviour
- make efforts to remove occasions for bullying by proactive supervision during breaks
- take steps to help victims by removing sources of distress
- actively seek appropriate assistance (from health professionals, principal and/or counsellors) to help students develop resilience
- recognise instances of bullying and be able to differentiate them from playful activity
- report suspected incidents of bullying to the Principal
- record the incidence of bullying on the bullying incident register
- develop curriculum materials to develop students' awareness and coping skills

POST INCIDENT:

It is important, for all students involved, that appropriate strategies are put in place after the incident has been resolved. Appropriate strategies may include:

- Conciliation meetings between all parties.
- Ongoing monitoring of students involved.
- Identification of an agreed key contact staff member for each student involved.
- Follow-up meetings regarding each child's management strategy.
- Ongoing communication with parents/carers.
- Counselling from appropriate agencies or support officers for both parties.
- Reinforcement of positive behaviours and appropriate behaviour strategies.