

# POLICY ON ANTI - BULLYING

The purpose of this document is to define the policy on Bullying at Trinity Gardens School.

## DEFINITION

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies.

Conflict or fights between equals and single incidents are not regarded as bullying. Bullying of any form or for any reason can have long-term effects on those involved including bystanders. Bullying is a clear form of harassment.

## 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 school environment.

## AIMS

- 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 co-operation at all times.

## IMPLEMENTATION

- Parents, teachers, students and the community will be aware of the school's position on bullying.
- The school will adopt a four-phase approach to bullying.

### A. Primary Prevention:

- Professional development for staff relating to bullying, harassment and the strategies that counter-act them.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response, e.g. distribution and use of Bullying Brochures.
- To provide classroom programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving, including the successful start program.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Staff and students promote the philosophy of 'No Put Downs'.
- Gathering whole school data annually relating to bullying behaviours, location and strategies used by students

### B. Early Intervention:

- Promote children reporting bullying incidents involving themselves or others.
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact school if they become aware of a problem.
- Recognition for positive behaviour and resolution of problems.

### C. Intervention:

- Once identified; the perpetrator, victim and witnesses spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Both perpetrator and victim offered counselling and support by staff
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school's behaviour management structures.

### D. Follow Up Action:

- Consequences may involve:
  - office connection
  - thinking room
  - school suspension.
  - withdrawal of privileges.
  - ongoing counselling from appropriate agency for both victim and the person who engages in bullying behaviours.
- Ongoing monitoring of identified students who engage in bullying behaviours.
- Rewards for positive behaviour.
- Parents may be involved in developing a behaviour plan to support the student in changing his/her behaviour, and to support the school.

### Evaluation:

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

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