GUNDAROO PUBLIC SCHOOL

ANTI BULLYING POLICY

PURPOSE
Gundaroo Public School strives to provide a safe, happy and supportive environment for all. We aim to build a strong supportive culture in which bullying is not accepted under any circumstance. This policy should be read in conjunction with the Gundaroo School Discipline Policy.

DEFINITION
BULLYING: Where someone repeatedly and intentionally misuses their power to try to hurt, scare or exclude another person. It can be done by one person or a group. It can be physical, verbal, social or psychological. Actions can be observable or hidden and bullying is not confined to the school arena.

Examples of bullying behaviour can be manifested, but are not limited to, the following four general areas:

- **Verbal**
  - name calling, teasing, abuse, putdowns, sarcasm, insults, threats

- **Physical**
  - hitting, punching, kicking, scratching, tripping, spitting, pushing

- **Social**
  - ignoring, excluding, ostracising, alienating, inappropriate gestures

- **Psychological**
  - spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones.

Cyber bullying is commonly defined as the use of information and communication technologies to support repeated and deliberate behaviour intended to harm others.

Isolated incidents are not examples of bullying, but require intervention and management.

STRATEGIES AND PRACTICES TO PREVENT BULLYING
Gundaroo Public School teaches skills and understanding to empower the whole school community to recognise and respond appropriately to bullying and harassment. These strategies are taught across all learning areas and reinforced consistently through school practices that promote respectful relationships. These strategies include:

- Promote well defined and agreed expectations of acceptable behaviour;
- Promote the philosophy of ‘no put downs’ in class programs and school community;
- Provide programs and learning opportunities that promote resilience, life and social skills, assertiveness, peer support, conflict resolution and problem solving;
- Gundaroo Public School has a large playground which limits conflict as children can spread out and access a multitude of small group games;
- Encourage the provision of structured activities at break times, e.g. band, guitar, garden club;
- Ensure playground and class supervision is thorough and vigilant at all times;
- Provide safe and quiet places for children to access at break times, e.g. the verandah and Mrs D’s garden for reading;
- Peer support group activities;
- Chaplaincy program providing support to students;
- Monitor identified ongoing perpetrators and targeted persons.

MANAGING REPORTS OF BULLYING
STEP 1: Reporting a Bullying Incident
- A report can be made by any student, parent or staff member.
- Reports about bullying can be made to any staff member at the school. All incidents are reported to the Principal.

STEP 2: Record Keeping
- A written record will be kept of any reported allegations or incidents of bullying, along with a record of the response given by the school and any course of action taken.

STEP 3: Response to Report
- The Principal will speak with the alleged target and perpetrator/s.
- The Principal will investigate the allegation to the extent he or she considers appropriate or required.
- Discuss, with the alleged target, strategies to immediately deal with incidence. E.g. planning personal responses, identifying safe places, identifying buddies.
- The principal will contact the parents or caregivers of students involved in the incident and inform them as to whether any action is to be taken.
- If appropriate, in consultation with parents of all students concerned, strategies will be put in place to ease the situation for the alleged target and an agreement reached about how the parties will interact with each other.

STEP 4: Resolution
- The Principal will, in consultation with other staff members as needed, determine an appropriate course of action. This course of action will be influenced on the severity, intent and contextual factors.
  a. First report – The course of action determined and communicated to the alleged target student and parents for their input. Consequences then actioned with the alleged perpetrator.
  b. Second and subsequent reports – Initial action as per first instance. Other action to include counselling sessions or appropriate remediation measures, as determined by the Principal and parents, to be in the best interests of the students concerned.
- The Principal will keep all parents or caregivers informed until the course of action has been completed.
- Record of all meetings kept by the Principal.

STEP 5: Review
- The Principal will reassess the situation within a reasonable time frame and inform parents/caregivers of the situation.
- If the situation has settled or been resolved, then continue monitoring for further incidents.
- If the situation has not settled or has worsened then the parents/caregivers of all students involved meet individually with the Principal to discuss further strategies.
- If applicable, strategies will be put in place to ease the situation for the alleged target and an agreement reached with the other parties about how the parties will interact with each other.

REVIEW
- This policy will be reviewed in conjunction with the Gundaroo Public School Discipline Policy every year by staff and every three years by the community.