



Bullying Prevention Policy

Aims

- A. To raise awareness within the school community of what bullying is.
- B. To increase skills for interacting and managing conflict in non-violent ways.
- C. To increase skills for acting effectively during incidents of bullying.
- D. To effectively manage incidents of bullying and increase staff skills for doing so.
- E. To reduce and ultimately eliminate bullying at school.

Scope and Application

Bullying behaviour can be instigated by individuals or groups, adults or children.

When adults bully children this is a form of child abuse. This is not acceptable at school. *Please see* Child Protection Policy, Duty of Care Policy and Behaviour Guidance Policy.

This policy may be applied to situations involving adults, including workplace bullying.

This policy is available on the school website and applies to:

- A. Employees
- B. Students
- C. Parents
- D. Community members
- E. Visitors to the school.

Definitions

- A. **Bullying behaviour** - is ongoing or sustained over time and contains the following characteristics of:
 - 1. An imbalance of power.
 - 2. A conscious intention to hurt others.
 - 3. Unwanted attention directed towards others.
 - 4. Creating feelings of helplessness in the victim of bullying.
- B. **Bullying behaviour can take many forms, including:**
 - 1. *Physical:*

- hitting, punching, kicking or spitting
- taking or damaging property.

2. Verbal:

- name-calling
- constant teasing
- insults or put-downs
- racist or sexist comments.

3. Emotional:

- excluding peers from groups
- spreading rumours
- stalking
- interference with, or damage to personal property.

4. Cyber bullying:

- spreading gossip and/or rumours through email, mobile phone and internet
- sending or forwarding offensive text/phone and/or email messages, images or abusive phone calls
- posting personal information about oneself or others on internet sites which can cause distress and humiliation.

C. Bystander - The bystander is the name given to the group of children who are not directly involved in either the bullying or being bullied. The action taken by this group has been shown to either discourage or support the person bullying.

D. What is Not Bullying Behaviour? - While fighting between two students involving violence is a serious concern, it is not bullying unless it is a recurring and deliberate abuse of power over a period of time. Teasing, done in mutual fun and jest, where all individuals are involved and feel capable of responding, is not bullying. However constant, continual teasing that is done in a mean and hurtful way, is bullying.

E. Perpetrators and Victims - It is important to remember that using the labels "bullies" and "victims" is a gross generalisation and that bullying behaviour is not restricted to "bullies". Bullying is an unacceptable learned behaviour, and the emphasis should be on addressing the behaviour and supporting the individuals involved to learn more acceptable social behaviours without the impact of enduring labels.

F. Restorative Justice - Restorative justice aims to resolve conflict and repair harm. It allows those who have hurt others to acknowledge the impact of their actions and provides the opportunity to repair what has occurred. Those who have been harmed have the opportunity to have their harm acknowledged.

- G. Shared Concern** - The Shared Concern Method tackles bullying using a non-punitive and non-blaming problem-solving approach. Each student involved participates in individual discussions with a facilitator. The student who is bullying is encouraged to suggest ways to change the situation with the person being bullied. It is based on the principles that a change in behaviour encourages empathy and concern for others and that a change in social dynamics prevents bullying incidents occurring.
- H. Workplace Bullying** - bullying, harassment or victimisation that is repeated; unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety. It does not apply to reasonable management action carried out in a reasonable manner (including performance management conducted in an appropriate and reasonable manner).

Principles

- A.** All members of the school community have a right to feel safe and be safe at school.
- B.** Being safe and supported at school is essential for student wellbeing and effective learning.
- C.** A safe and supportive learning and teaching community will be developed that also fulfils the school's child protection responsibilities.
- D.** All school community members will actively participate in developing and maintaining a safe school community where diversity is valued.
- E.** Students will be actively supported to develop understanding and skills to keep themselves and others safe.
- F.** A safe school community will be maintained by committing to a whole-school and evidence-based approach.
- G.** Regular review and monitoring of all programs to foster improvements and keep pace with best practice in the field will occur.
- H.** Incidents of bullying will be dealt with using the Behaviour Guidance Policy procedures.
- I.** The Shared Concern Method or Restorative Justice method will be implemented with community members after the event.

Responsibilities

- A. Board**
 - 1.** Facilitate, as a whole school, the development of a code of conduct for adults.
 - 2.** Monitor the implementation and effectiveness of this policy and review it.
 - 3.** Address concerns of members of the school community related to bullying, by referring to the Principal, and supporting the Principal in resolving isolated incidents and/or addressing the overall culture of the school.
 - 4.** Oversee that the school implements/participates in programs, processes and audits/surveys related to student welfare and wellbeing.
 - 5.** Handle complaints of bullying against the Principal.

B. Principal

1. Oversee the implementation of this policy.
2. Facilitate access to resources and professional development opportunities.
3. Data collection to monitor incidences, frequency.
4. Evaluate program effectiveness.
5. Implement programs, processes and audits/surveys related to student welfare and wellbeing, and act on feedback from these processes.
6. Liaise with sectors and systems to stay up to date with relevant legislation and policies especially in relation to child protection.
7. Disseminate information about changes and amendments to relevant policies and legislation.
8. Investigate and act upon all reports of bullying in accordance with KSCS Behaviour Guidance Policy.
9. Support staff, students, families as needed.
10. Seek assistance and support for individual from allied health professionals where required.
11. Oversee the development of Risk Management and/or Collaborative Action Plans where required.
12. Investigate complaints and workplace bullying claims as per the Fair Work Act, 2009.
13. Behave in a responsible and professional manner.
14. Treat others in the workplace with courtesy and respect.
15. Listen and respond appropriately to the views and concerns of others.
16. Be fair and honest in their dealings with others.
17. Comply with the staff Code of Conduct.

C. Teachers and Staff Members

1. Model and encourage preferred behaviours to contribute to the development of the culture described in this policy.
2. Include in the curriculum, skills and attitudes to reduce bullying.
3. Develop skills in behaviour management and managing incidents of bullying.
4. Manage incidents of bullying, including reporting and monitoring patterns of behaviour.
5. Collaborate with other staff members to discuss and manage bullying as a whole school.
6. Participate in professional reading and development activities to maintain evidence based approaches.

7. Report all instances of bullying or workplace bullying to the Principal.
8. Behave in a responsible and professional manner.
9. Treat others in the workplace with courtesy and respect.
10. Listen and respond appropriately to the views and concerns of others.
11. Be fair and honest in their dealings with others.
12. Comply with the Staff code of conduct.

D. Adults in the school community

1. Report incidents of bullying to a teacher or Principal.
2. Model desired behaviours.
3. Work with the school and support its responses to incidences of bullying.
4. Be aware of this policy and its implications in the school.

E. Students

1. Contribute to discussion about bullying and preventing bullying.
2. Report incidents of bullying to an adult, understand the proactive role a bystander can play.
3. Develop skills to avoid being a victim or perpetrator of bullying.
4. Comply with the student code of conduct.

Related Legislation

- A. Equal Opportunity Act, 1984 (Workplace bullying)
- B. Equal Opportunity Act 1984 (under sexual discrimination or harassment);
- C. Industrial Relations Act 1979;
- D. Fair Work Act 2009;
- E. Workplace Agreements Act 1993;
- F. Workers' Compensation and Rehabilitation Act 1981;
- G. Criminal Code (assault); and
- H. Common law.

Related Kerry Street Documentation

- A. Procedures including:
 1. Procedures for Reducing Bullying Behaviour
 2. Response to Bullying Incidents

3. Method of Shared Concern
- B.** Policies including:
1. Child Protection Policy
 2. Duty of Care Policy
 3. Supervision Policy
 4. Behaviour Guidance Policy
 5. Curriculum Policy
 6. Curriculum Evaluation and Review of Student Learning Policy
 7. Non-discrimination Policy
 8. Records Management Policy
 9. Privacy Policy
- C.** Values and Philosophy of Kerry Street Community School
- D.** Staff code of conduct
- E.** Student code of conduct

References

- A.** National Safe Schools Framework
- B.** Bounce Back program resources
- C.** Friendly Schools and Families Project Kit
- D.** Bullying No Way website www.bullyingnoway.com.au
- E.** DET website www.eddept.wa.edu.au/regframe/Documents and policy
- F.** Restorative Justice - www.restorativejustice.org.uk

Contact Person

Enquires relating to this policy should be directed to the School Principal or Chair of the School Board.

Breaches of this Policy

Any breach of this policy may result in disciplinary action up to and including termination of contract.

Review and Authorisation

- A.** A whole school meeting to brainstorm this policy was held on 22 February 2005 and the policy drafted on 6 March 2005.
- B.** It was discussed by Council on 8 March 2005 and revised, then displayed for community input on 10 March 2005.

- C. This policy was authorised by the Kerry Street Council on 7 June 2005.
- D. Reviewed by meeting of staff and council on 13 January 2006.
- E. Reviewed in May 2011.
- F. This policy was reviewed September 2012.
- G. Reviewed 15 September 2013.
- H. Reviewed 1 August 2016.
- I. Reviewed June 2018.

Revision History

Date	Revision	Detail
June 2018	V1.1	Board review of Bullying Policy – renamed to Bullying Prevention Policy and other minor edits. Policy separated from procedures.
April 2019		Minor edit of parent responsibilities