BULLYING & CYBERBULLYING POLICY

1   PHILOSOPHICAL BASIS

The Department of Education and Training (DET) and Birmingham Primary School are committed to ensuring that mutual respect, the appreciation of individual differences and the positive resolution of conflict are intrinsic to the culture and behaviours of this school.
Each child has the right to feel safe as they access their education, whilst having their individual abilities explored.
Birmingham Primary School aims to create a safe environment to prevent bullying, cyberbullying and other unacceptable behaviours through an equitable, whole school approach with zero tolerance to bullying and cyberbulling.

2   GUIDELINES

Definition
Bullying is the repeated, intended, negative or harmful actions that one or more individuals do towards another individual. Those affected feel pain or distress.
Bullying can be:
- Emotional – Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical – Pushing, kicking, hitting, punching, tripping, property damage or any use of violence
- Racist – Racial taunts, graffiti, gestures
- Verbal – Name-calling, sarcasm, spreading rumours, teasing, insults, 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 reputation or social acceptance
- Sexual – Unwanted physical contact or sexually abusive comment
- Cyberbullying (internet) – Direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via mobile phone, threats by messaging or texts, misuse of a camera or video facilities, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

Principles and Strategies
Birmingham Primary School will implement a range of early intervention programs and strategies to allow students to develop confident, assertive strategies to work in a safe and supportive school environment that actively discourages bullying behavior through a zero tolerance approach.

Birmingham Primary School will:

- Foster an understanding of the definition of bullying and the effects bullying behaviour has or may have on students and other school community members.
- Monitor bullying behaviour through student surveys.
- Regularly monitor and review yard supervision policies and practices.
- Develop protocols for the reporting of bullying behaviour at all levels.
- Provide Professional Development for staff, students and families
- Value and promote partnerships between school, family and the wider community.
- Develop clear understandings of staff, parents' and students' rights and responsibilities
- Implement a Values Program throughout the school.
- Provide a number of varied lunchtime activities to encourage children to pursue healthy, constructive activities, in a supportive environment.
- Implement a Buddy Program.
- Develop classroom practices and programs which promote the positive resolution of conflicts and appropriate responses to bullying behaviour.
- Encourage children to feel comfortable in discussing issues and concerns.
- Establish networks with outside agencies for providing intervention programs for children with specific needs.
- Provide a Chaplain and other support personnel to promote a caring environment which fosters self esteem and a sense of 'belonging'.

3   IMPLEMENTATION

All teachers, the Principal and Assistant Principals will be responsible for the implementation of the Bullying and Cyberbullying Policy. The Assistant Principal (Student Welfare) will oversee the programs and initiatives that support this policy. The Principal and Assistant Principals will ultimately be responsible for serious breaches of the policy.

Some examples of implementation of the policy may include, but not be limited to:
- Classroom teachers will regularly focus on the development of skills to build positive social relationships including strategies to deal with bullying.
- All staff will actively support and reinforce the Values Program on a daily basis.
- Programs and initiatives will address specific needs to support the policy.
- Individual support will be available to children when appropriate.
- A person to person approach will be taken in all cases, underpinned by a fundamental commitment to zero tolerance.
- All staff will encourage students to discuss issues or concerns.
- Support personnel may be engaged as required to support the policy, including:
  - ➢ Chaplain,
  - ➢ Guidance Officer,
  - ➢ School Psychologist,
  - ➢ Visiting Consultants and speakers.
- Any reported bullying incidents will be investigated and a combination of measures may be implemented to manage the problem.
- The policy will be fundamental in all Staff Professional Development.
- The school will sustain an effective eSmart program, including establishing and implementing an eSmart Incident online record.
- Adhere and have Action Plans that comply with the Seven "Child Safe" Standards
- Student lead programs and activities will support the policy including:
  - ➢ Peer Assisted Leaders (PAL) Program
  - ➢ Junior School Council
  - ➢ Friendship Boat
  - ➢ Designated quiet areas

Related Department and other Resources
- Student Engagement and Inclusion Guidance
- Bullying. No Way!
- Safe Schools, National Safe Schools Framework

Related Department and School Policies
- Student Support Services
- Diversity Policy
- The Supervision of Children Policy
- The Health, Safety and Wellbeing Policy
- Student Code of Conduct

Related Legislation
- Education and Training Reform Act 2006

4 BUDGET

The budget will have a range of income sources including the Program for Students with Disabilities budget, the Student Welfare budget, the Professional Development budget, as well as Curriculum budgets and may at times be self funded or funded by the School Council, for the provision of special initiatives.

5 EVALUATION

The Education Sub-Committee will review the policy within a three year cycle. School Council will be responsible for the ratification of the policy.

This policy was last ratified by School Council: 25th October 2016