



## **BULLYING PREVENTION POLICY**

### **A safe environment for all:**

This school believes that the working environment for students and staff should be safe and free from violence, harassment and bullying of any kind.

Our safe working environment is outlined in our statements of an individual's rights. Bullying, violence and harassment are not tolerated because they infringe our fundamental rights to safety and fair treatment. Bullying refers to a wilful conscious desire to hurt, threaten or frighten. It can be physical or verbal in nature and is ongoing. It gives power through another's pain, fear and humiliation.

This school will not tolerate such behaviour in any circumstances, and with the collaborative support of the whole of its community has developed the following action plan.

### **Action Plan:**

In developing its action plan the school will:

Encourage positive pro-active comments regarding behavioural change.

Support for victims

Victims are encouraged to report to members of staff and/or parents, all incidents of bullying, violence and harassment. The school will do something about it. The victim and assailant will be requested to write down what happened. Both parties will be counselled separately and caregiver(s) notified of the outcome(s). A request will be made for the caregiver(s) support and understanding. The class teacher involved will oversee the preparation process over a period of time.

Teachers will incorporate into the curriculum a personal development program including role play, classroom meetings and cooperative group activities, to assist students develop assertive rather than aggressive ways of dealing with situations of conflict.

## **Parent Support:**

The school will;

- request that parents cooperate with the teacher in any reparation process;
- involve professional help, where necessary; and
- supply information for parents as required

## **Prevention Programs:**

The school will ensure that perpetrators are:

- i. confronted by the evidence
- ii. assisted to develop a personal action plan of non-aggression
- iii. given non-violent sanctions
- iv. the subject of regular behavioural review and
- v. encouraged to change behaviour through a variety of means (role play, counselling...) and positive affirmation

In addition the school will encourage structured activities in well organised play to ensure a positive playground environment.

Positive practices among staff

Staff will model and actively reinforce appropriate behaviour.