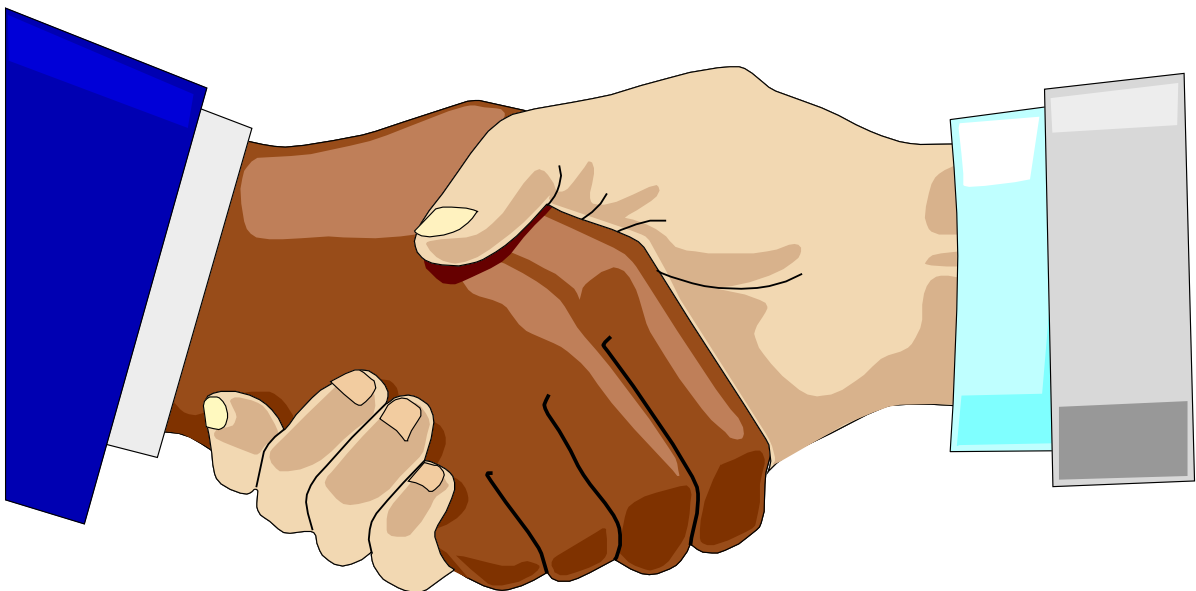


**BULLYING
AND
HARASSMENT
POLICY**

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BULLYING AND HARRASSMENT

Definition

Bullying is the deliberate physical, verbal or emotional harassment of an individual or group against another individual or group, over a short or prolonged period of time.

Bullying and harassment are detrimental to the learning environment and well being of our whole school community and as such will not be tolerated in any shape or form at Toolern Vale and District Primary School.

The school has a responsibility to it's students, staff and parents that procedures are in place to ensure that all parties are aware of and able to effectively deal with bullying and/or harassment.



PRIMARY PREVENTION

Primary prevention involves developing a school culture which celebrates self esteem, confidence, emotional and social well being and the whole school community working as a team.

The school clearly makes this a priority and will ensure that school community members will be able to effectively deal with bullying and harassment in a supportive and positive structure.

EARLY INTERVENTION

Early intervention raises the school community's understanding and provides strategies to effectively deal with incidents of harassment and bullying

The small school community at Toolern Vale has high expectations of the staff to provide a safe, nurturing environment, which enhances learning and self worth. Our SWPB underpins how we want students to behave, supported by our Behaviour Hierarchy and our school values.

The curriculum program will enhance a co-operative approach that focuses on positive, supportive behaviours. A whole school approach (SWPB) will be taken to educate children , staff and parent members.

Programs such as "Friendly Kids, Friendly Classrooms" will promote positive social behaviours in the classroom and to the wider community through newsletters, assemblies and special days.

Where appropriate learning units or explicit discussions will be held to clarify specific bullying and harassment issues which provide children with strategies and a better understanding of the issue.

INTERVENTION

Intervention, to be effective will require a partnership of staff, parents and where appropriate students to bring about positive outcomes for all involved.

The environment of trust and support that has been developed through the Prevention stages will allow the intervention to have every chance of success

Intervention to be successful must

- Have clearly defined guide lines stated in the bullying policy
- Have the support of all involved
- Have a positive outcome for all involved
- Be consistent
- Involve staff, parents and, where appropriate, children throughout the process
- Ensure children, staff and parents are operating in a positive environment
- Involve appropriate school based or welfare agencies or personnel when necessary.

When staff, parents and children are able to clearly define acts of bullying and harassment and understand the consequences of such acts, intervention will be more effective.

POSTVENTION

Postvention is extremely important for those who have been bullied and for those who have been bullying.

The school should provide interventions or try to place all involved in appropriate supports which will allow them to successfully deal with the trauma and lessen the effect on their social, emotional or educational well being. The school's welfare team (SSS), local welfare groups and local council run programs or have counsellors that can work on postvention when required.

Both bullies and victims can become locked into repeated behaviours and require special programs, as well as the ongoing programs designed to provide children with the confidence, knowledge and strategies to deal with their problems.

ACTION PLAN

- Provide a positive, nurturing learning environment
- Provide classroom programs which promote positive social behaviours.
- Provide specific programs for the whole school community so they understand the issue and the consequences
- Record any suspected incident
- Incidents must be reported to the Principal and investigated by a staff member
- Parents are to be involved if bullying or harassment have taken place by letter, phone call or meeting
- Children will receive consequences as per the Behaviour Hierarchy
- In appropriate cases counseling will be organised.

EVALUATION

- The Principal is to ensure that the school's curriculum programs support the policy, i.e. Programs such as "Friendly Kids, Friendly Classrooms" are running.
- Staff meetings to regularly monitor classroom and yard behaviour.
- Welfare Committee to monitor program through regular reviews of parent opinion, via surveys and community input.
- Professional development for members of the school community where appropriate
- Child surveys