McKinnon Primary School
Bullying Prevention Policy

1. **Definition:**
   1.1. Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.
      There are four identified types of bullying:
      1.1.1. **Direct physical bullying:** includes hitting, kicking, tripping, pinching and pushing or damaging property.
      1.1.2. **Direct verbal bullying:** includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse
      1.1.3. **Indirect bullying:** is often harder to recognize and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes:
         1.1.3.1. lying and spreading rumours
         1.1.3.2. playing nasty jokes to embarrass and humiliate
         1.1.3.3. mimicking
         1.1.3.4. encouraging others to socially exclude someone
         1.1.3.5. damaging someone's social reputation or social acceptance
      1.1.4. **Cyberbullying:** is direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.
   (Reference: DET Bully Stoppers, Retrieved 4 August, 2016, from http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/what.aspx) Bullying is distinct from unacceptable behaviour, mutual conflict or any anti-social single-episode acts. These refer to a wide range of behaviours that are unacceptable or inappropriate as outlined in McKinnon Primary School's 'Student Engagement and Well Being Policy'. Where this is continual, restorative practices and reparation, plus consequences will be implemented as per our Student Engagement and Well Being Policy.

2. **Rationale:**
   2.1. Every member of the McKinnon Primary School community has the right to feel safe from bullying at school (this includes digital learning environments). McKinnon Primary School promotes positive behaviours that encourage respect, compassion and cooperation. McKinnon Primary School does not tolerate anti-social behaviour.

3. **Aims:**
   3.1. To provide a clear well-defined definition of bullying, allowing all members of the school community to have a shared understanding and view of unacceptable conduct.
   3.2. To support McKinnon Primary School in building and maintaining a safe and respectful school environment and eliminates all types of bullying.

4. **Implementation:**
   4.1. Responding to bullying can be challenging – for students, teachers, school leaders and also for parents/carers. The best outcomes are likely to occur when all parties work together to identify a situation that is actually of a bullying kind and then to address and manage the situation. When a member of the school's community becomes aware of bullying-like behaviours, they have an obligation to bring it to the attention of the school so that what is being reported can be investigated and where necessary an appropriate strategy to address and manage the situation can be enacted.
   4.2. The role of students is to:
      4.2.1. Promote and support safe and respectful learning environments where bullying is not tolerated
      4.2.2. Respect the rights of others and demonstrate behaviours and attitudes that promotes and supports the wellbeing of all members of the school community
      4.2.3. Understand and know that bullying, including cyber-bullying, is unacceptable and inappropriate and when necessary, sanctions, will be put in place.
   4.3. The role of staff is to:
      4.3.1. Promote and support safe and respectful learning environments where bullying is not tolerated

4.3.2. Explicitly teach and model pro-social behaviours through curriculum content, pedagogical approaches and engagement with students;

4.3.3. Be aware of and responsive to behaviours that constitute bullying; this may include drawing the attention of relevant staff, contacting parents/carers, involving other student members

4.3.4. Work in partnership with parents/carers to reduce and effectively manage incidents of bullying McKinnon Primary School Anti-Bullying Policy

4.3.5. Establish and build a collegiate atmosphere with all staff and share strategies to support each other as well as reflect on one's own behaviour, interactions and approaches in this process.

4.4. The role of parents/carers is to:

4.4.1. Promote and support safe and respectful learning environments where bullying is not tolerated

4.4.2. Model positive interactions and engage in timely and constructive communication with the school regarding their child's behaviour and/or behaviours toward other students

4.4.3. Work co-operatively and actively with the school in responses designed to address incidents of bullying to promote more positive behaviours.

5. **Resources:**
   - DET Bully Stoppers, Retrieved 4 August, 2016, from
     http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/what.aspx
   - DET School Policy & Advisory Guide Retrieved 4 August, 2016, from
     http://www.education.vic.gov.au/about/programs/bullystoppers/Pages/prinprevent.aspx

6. **Evaluation**

   6.1. This policy will be reviewed as part of the school's three-year review cycle.

   Review Date: October 2019

This policy was last ratified by School Council in: October 2016