

## **ANTI-BULLYING POLICY**

Laura Primary School believes that the working environment for students and staff should be safe and free from violence and bullying of any kind.

- Eliminating violence, bullying, harassment etc. will be integrated into the school's curriculum.
- The school actively strives to prevent physical, verbal, sexual and psychological harassment.
- The school actively strives to prevent discrimination – based on race, culture, religion, gender, language, disability, sexual preference and physical attributes.

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 and frighten. It can be repeated physical or verbal harassment and results in pain, fear and humiliation. It affects the health and well being of victims and bystanders. It indicates psychological problems in the perpetrators.

This school will not tolerate such behaviour in any circumstances.

The school will:

- Attempt to resolve conflict by encouraging positive pro-active solutions. This may include problem solving, mediation and appropriate preventative support including departmental counselling services.

### **Support for victims**

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

Victims are encouraged to report to members of staff and/parents, all incidents of bullying, violence and harassment. Staff action in relation to such reports will focus on resolution of the issue to ensure each party's continued safety.

Staff are encouraged to follow the following steps in resolving bullying – conflict.

#### **Step 1 – Interview the victim**

The teacher should talk to the victim about their feelings. He/she does not question the victim about the incidents but they need to know who is involved.

#### **Step 2 – Convene a meeting with all people involved.**

The teacher arranges a meeting with all students involved. This should include some bystanders or colluders who joined in but did not initiate the bullying.

#### **Step 3 – Explain the problem**

The teacher tells the 'bullies' how the victim feels. The teacher does not discuss the details of the incidents or allocate blame on the group.

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**Step 4 – Share responsibility**

The teacher does not attribute blame but states that they know the group are responsible and can do something about it.

**Step 5 – Ask the group for their ideas.**

Each member of the group is encouraged to suggest a way in which the victim could be helped to feel happier.

**Step 6 – Leave it up to them**

The teacher ends the meeting by passing the responsibility to the group to solve the problem and arranges to meet them again in a week.

**Step 7 – Meet them again**

About a week later the teacher may discuss with each student, including the victim, how things are going.

Positive Practices among staff:

Staff at Laura Primary School will model and actively reinforce appropriate behaviour.

Reviewed: Term 2 2010

Next Review: 2013