

ANTI BULLYING POLICY

Baden Powell P-9 College (BPC) is committed to providing a safe and respectful environment and culture which enables positive relationships to be formed amongst all student and staff and which encourages self-esteem, cooperation, personal growth and a positive attitude to learning and teaching.

DEFINITION:

Bullying is:

Bullying is a pattern of behaviour that can be deliberate or a result of thoughtlessness by a person (or group) towards another. This behaviour can make another person feel embarrassed, offended, upset, devalued, degraded, afraid, frustrated or angry. It is unwelcome, unreciprocated, uninvited and usually repeated.

Baden Powell College will adopt a whole-school approach to bullying and harassment involving teachers, administration, students and parents.

Bullying can take the form or the following and is not limited to:

- **Physical**
Fighting, pushing, spitting, invasion of personal space, gestures, forcing people against their will, etc.
- **Verbal**
Name calling, offensive language, the use of put down comments or insults, spreading malicious rumours, belittling others, etc.
- **Visual**
Offensive notes or material, graffiti, destroying or damaging other people's possessions.
- **Psychological**
Victimisation, stand over tactics, threatening others, deliberate exclusion from activities, setting up of humiliating experiences. Etc.
- **Cyber bullying**
Is direct verbal or indirect bullying behaviour using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces

PURPOSE:

At Baden Powell College every person has the right to feel safe. A person who bullies another is denying them that right. The college will not tolerate any action that undermines a person's right to feel safe, and it will take whatever steps necessary to stop such behaviour.

GENERAL AIMS:

The general aims of the Anti-Bullying Policy are:

- 1.1 To create a safe, positive and supportive school environment in which each student can enjoy their opportunities, both academic and social, and achieve their greatest potential educationally.
- 1.2 To foster the wellbeing and resilience of all members of the Baden Powell College Community.
- 1.3 To maintain strong communication and active partnerships between students, teachers and parents.
- 1.4 To make staff/students/parents and the wider school community aware that bullying is not tolerated at Baden Powell College.
- 1.5 To provide support for victims of bullying and clear consequences and counselling for students who bully.
- 1.6 To provide clear definitions of what is and what is not bullying

GUIDELINES:

For Teachers / Staff Members:

- 2.1 Will act as role models of caring and tolerant behaviour.
- 2.2 Will be able to identify signs and symptoms of bullying:
 - **Behavioural:** Outburst of temper, problematic behaviour.
 - **School:** Unwillingness to go to school, withdrawal from peer group, truancy/misbehaviour, requesting changes in transport, decline in work standards or output.
 - **Home:** Unwillingness to leave home, withdrawal from family members, difficulty sleeping, bullying behaviour towards parents and/or siblings demands for extra money for school.
 - **Community:** Unwillingness to be out in the community or to participate in social events.
- 2.3 Will actively listen to and act on reports of bullying and communicate with parents where necessary.
- 2.4 Will protect the victim from further harm.
- 2.5 Will act to stop this behaviour recurring.
- 2.6 Will undertake appropriate professional development to enhance skills for supporting students, including conflict resolution.
- 2.7 Will be active whilst supervising on yard duty, paying particular attention to known 'trouble spots'.
- 2.8 Will teach programs that promote positive communication skills; respect for others; celebrating difference; conflict resolution etc. across the curriculum e.g. Friendly Kids, Friendly Classrooms, CASEA, Child Safe Standards, Respectful Relationships
- 2.9 Will teach programs that support a problem solving approach and refer students who have a particular problem(s).
- 2.10 Establish advice/guidance from Leadership Team in regards to cyber bullying especially when occurred outside of school hours

For Students who are Bullied:

- 3.0 Will immediately speak to a friend, teacher, another adult or someone they trust and give them him/her full details of the event.
- 3.1 Will keep speaking out until someone listens.

For Students who are Witnesses to Bullying:

"In cases of bullying or harassment, there is no such thing as an innocent bystander"

- 3.2 Desist from joining in.
- 3.3 Support the bullied student if capable of and confident in using assertive strategies.
- 3.4 Report the matter to a staff member or adult with whom they feel comfortable.

For Parents:

- 3.5 Will listen sympathetically to reports of bullying and reassure their child that they are not at fault.
- 3.6 Be role models themselves in avoiding bullying behaviour.
- 3.7 Advise school staff of bullying if their son/daughter feels too threatened to do so.
- 3.8 Will speak to relevant school personnel and be willing to attend interviews if necessary.
- 3.9 Be willing to actively support the school's processes.
- 3.10 Will work with the school in seeking a permanent solution.

IMPLEMENTATION:

- 4.0 The school will keep adequate records of all bullying incidents.
- 4.1 The school will work with the parents of the victim to assist their son/daughter to avoid being bullied in the future.
- 4.2 The school will protect and support the victim of bullying, and will assist the student in order to assure that he/she will not be bullied in the future.
- 4.3 The school will initially assist the bully to change his/her behaviour. Further transgressions will require additional counselling with the Principal and the Student Welfare Coordinator.
- 4.4 The school will ensure that resistance to behaviour change and repeat offending will lead to consequences ranging from detention, suspension to expulsion.
- 4.5 The school will work with the parents of the bully to establish joint strategies for behaviour modification.
- 4.6 Harassment by students will attract consequences consistent with our Student Code of Conduct and Student Engagement and Wellbeing Policy.
- 4.7 Staff, students and members of the school community will be familiar with the school's approach to bullying/harassment and will be provided with information relating to their rights and responsibilities.

EVALUATION:

- This policy to be reviewed as part of the school's two year review cycle, individually, in teams and with the community in 2017 or more often if necessary due to changes in regulations or circumstances