



Bullying, Cyber Bullying , Harassment, and Violence Policy

This policy is underpinned by the DECD policies and procedures relating to student behaviour.
Approved by Nailsworth Primary School, Governing Council, 19th February 2018.

At Nailsworth Primary School we work together as a school community with students, parents and staff to create an environment that is safe, inclusive, conducive to learning and free from harassment, bullying and violence both in person and online.

Any inappropriate behaviour is not accepted at Nailsworth Primary, including bullying, cyberbullying, harassment and violence.

We aim to minimize inappropriate behaviour through a multifaceted approach.

This includes a proactive focus of teaching and learning about positive and appropriate behaviour and creating a child friendly learning and play environment.

Strategies include ongoing supervision, rule reminders, teachers as role models, awards, verbal affirmations, problem solving meetings, teaching of the DECD Keeping Safe: Child Protection curriculum and from 2017 a whole school focus on the You Can Do It! Education Programme.

We also monitor the climate of the school via student surveys on at least an annual basis. Examples of the surveys used include the DECD, Wellbeing and Engagement Collection and the Kids Matter Surveys.

What is Bullying?

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. By-standers are considered as being involved in bullying behaviour if they do nothing to stop the bullying behaviour.

Single incidents and conflict or fights between equals, in person or online, are not defined as bullying.

What is Cyber Bullying?

Cyberbullying uses technology to harm or victimise others through the use of the internet or mobile device technologies such as: email, chat rooms, web pages, social media, SMS and MMS (text and picture messaging).

Because young people are increasingly connected to their online world, cyber bullying can spread quickly and is often hard to identify and challenging to stop. A person may only press 'send' once, but the choice to send the message to multiple addresses, increases the potential audience and makes the action more than a single incident.

As per the education regulations, cyber bullying even if it occurs outside of school can be dealt with as part of the school's behaviour consequences that includes suspension from school. Cyberbullying can be a crime and if offences are reported, the police will be called.

What is Harassment?

Harassment is behaviour that offends, humiliates, intimidates and uses specific words or actions that offend and distress another person, targeting an individual or group due to their:

identity, race, culture or ethnic origin, religion, physical characteristics, gender, sexual orientation, economic status, age and ability or disability.

What is Violence?

Violence is the intentional use of physical force or power, threatened or actual, against another person that results in psychological harm or physical injury. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Incidences of inappropriate behaviour

We could encourage all school community members to be active citizens and safely report to school staff if they see or hear any form of bullying, cyber bullying, harassment or violence.

We would encourage parents to report incidents related to their child's classroom to the class teacher in the first instance. If the behaviour does not stop, please report to a school leader.

Incidents related to broader school issues or children from other classes are best directed to a member of the school leadership: Assistant Principal, Deputy Principal or Principal.

The First step

The first step in dealing with any reported behaviour incident is to investigate it in line with the principles of Natural Justice. This means that judgement will be withheld until both parties have been spoken to and any witness or by-stander accounts have been taken.

Consequences for bullying and by-stander behaviour can include:

- A mediation meeting between the two parties.
- A warning.
- Counselling.
- Time-out.
- A letter home to parents.
- Ongoing bullying/harassment can lead to internal suspension, withdrawal from identified classes and suspension from school.
- As per the education regulations, cyber bullying even if it occurs outside of school can be dealt with as part of the school's behaviour consequences that includes suspension from school.

Cyberbullying can be a crime.

If any of the following offences are reported, the police will be called as they are offences.

Crimes may include:

- Sexting when a person takes a sexually-explicit digital photograph and/or transmits a sexually-explicit image. It is important to understand that if the image is of a minor it may represent child pornography.
- Impersonation e.g. "I got into their email account and sent abusive emails to everyone in the address book."
- Unlawful threats "He told me if I didn't do what he said he would put that photo on the internet and tell all my friends. I was so embarrassed."
- Transmitting suicide-related material
- Stalking via social media, texting
- Racial vilification

Attachments: Information for Parents

- Signs of Bullying
- Parents' Guide to On-line Safety
- DECD Parent information- Suspension, Exclusion, Expulsion