



Bullying Policy

Definition

A person is bullied when they are exposed regularly and over time to negative actions on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others repeatedly. They can operate alone or as a group.

Rationale

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in the school environment.

Aims

- To reinforce within the school community that no form of bullying is acceptable.
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.
- To seek parental and peer group support and cooperation at all times.

Implementation

- Parents, teachers and community will be made aware of the school's position on bullying.
- The school will continue with existing structure and introduce others as seen to be appropriate.

A. Primary Prevention

- To provide programs that promote resilience, life skills and protective factors.
- 'Healthy Relationships' program implemented across the school
- Social Skills programs to develop resilience, conflict resolution, assertiveness and problem solving
- Each classroom teacher to clarify at the start of each year the school policy on bullying
- Staff and students to promote the philosophy of 'No Put Down'.

B. Early Intervention

- Promoting children reporting bullying incidents upon themselves or witnessed.
- Classroom teachers on a regular basis reminding students to report incidents, and that reporting is not dobbing.
- Parents encouraged to contact the College if they become aware of a problem.

C. Intervention

- Those identified as bullying will be counselled.
- Once identified; bully, victim and witnesses talked with, all the incidents fully investigated and documented.
- Both bully and victim offered counselling and support.
- If bullying is ongoing, parents contacted and consequences implemented consistent with school Student Management Policy.
- Ongoing monitoring of identified bullies.

D. Post Violation

- Consequences may involve –
 - Exclusion from class
 - Exclusion from yard
 - School suspension
 - Withdrawal of privileges
 - Ongoing counselling from appropriate agency for both victim and bully



Evaluation

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

Ratified by Heritage College School Council **May 2019 (meeting still to take place)**

TO BE REVIEWED **May 2022**