

	<p>Worawa Aboriginal College Policy and Procedure</p> <p>Title: Student Anti-Bullying Policy</p>
<p>Issue Date: March 2013</p>	<p>Authorised By: Executive Director</p>
<p>Review Date: August 2016</p>	<p>Next Review Date: August 2019</p>

1. Rationale

Worawa Aboriginal College 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 their school environment.

2. Aims

- 2.1. Reinforce within the school community what bullying is, and the fact that it is unacceptable.
- 2.2. Ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- 2.3. Ensure that everyone within the school community is alert to evidence of bullying and fulfils his/her responsibility to report it to staff whether as observer or victim.
- 2.4. Seek parental and peer-group support and co-operation at all times in its efforts to combat bullying

3. Definition

- 3.1 A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly.
- 3.2 Bullying is a clear form of harassment and also includes all forms of cyberbullying. Cyberbullying can include:
 - 3.2.1 Harassing and threatening messages;
 - 3.2.2 Sending nasty SMS, IM's pictures or prank phone calls;
 - 3.2.3 Using a person's screen name or password to pretend to be them;
 - 3.2.4 Forwarding others' private emails, messages, pictures or videos;
 - 3.2.5 Posting mean or nasty comments or pictures;
 - 3.2.6 Sending sexually explicit images - 'Sexting'; and/or
 - 3.2.7 Intentionally excluding others from an online group.

4. Implementation

Worawa College will adopt a four-phase approach to combating bullying.

4.1. Primary Prevention:

The College will:

- Make parents, teachers, students and the community aware of the school's position on bullying.

- Provide professional development for staff relating to bullying, harassment and proven counter measures.
- Undertake programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving. The curriculum to include anti-bullying messages and strategies eg: 'The Friendly
- Schools' and 'No Blame Approach to Bullying' programs
- Conduct a bullying survey and yard survey will be administered and acted upon twice annually.
- Implement the 'You Can Do It Education' program implemented across the school.
- Require each classroom teacher to clarify for students at the start of each year the school policy on Bullying
- Encourage the Student Representative Council, peer support delegates, staff and students to promote the philosophy of 'No Put Downs'.
- Make electives and structured activities available to students at recess and lunch breaks.

4.2. Early Intervention

The College will:

- Promote children and staff reporting bullying incidents involving themselves or others.
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying.
- Encourage parents to contact school if they become aware of a problem.
- Provide a 'Pacific Room' – a designated safe and quiet place for children to access at recess and lunch times.
- Give public recognition and reward for positive behaviour and resolution of problems.
- Inform the School Council of all bullying incidents.

4.3. Intervention:

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students and staff identified by others as bullies will be informed of allegations.
- Both bullies and victims will be offered counselling and support.
- If student bullying persists, parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.
- If staff bullying persists the principal will commence formal disciplinary action.

4.4. Post Violation:

Consequences for students will be individually based and may involve:-

- exclusion from class.
- exclusion from yard.
- school suspension.
- withdrawal of privileges.
- ongoing counselling from appropriate agency for both victim and bully.
- Positive behaviours will be reinforced and rewarded
- Classroom Meetings will be conducted to develop positive behaviours
- Support Structures will be designed and implemented

- Students who have been responsible for bullying will be monitored.

5. Evaluation

This policy will be reviewed with whole staff, student, parent and community input as part of the school's three year review cycle.