BEHAVIOUR MANAGEMENT POLICY

APPENDIX: BULLYING

Bullying is not tolerated at Victoria Park Primary School. We take all known cases very seriously.

Bullying is when someone (or a group of people) with more power than you, repeatedly and intentionally uses negative words and/or actions against you, which causes you distress and risks your wellbeing.

There are five types of bullying:

1. **Physical Bullying**. This includes repetitive low level hitting, kicking, pinching, pushing, tripping, "ganging up", unwanted physical touching and damage to personal property. High levels of physical assault may be classified as violence.
2. **Verbal Bullying**. This involves the repeated use of words to hurt or humiliate another individual or group. Verbal bullying includes using put-downs, insulting language, name-calling, swearing, nasty notes and homophobic, racist or sexist comments.
3. **Social Bullying**. This usually involves repeatedly ostracising others by leaving them out or convincing others to exclude or reject another individual or groups from their social connections, making up or spreading rumours and sharing or threatening to share others personal information.
4. **Psychological Bullying**. This includes repeated stalking, threats or implied threats, unwanted email to text messaging, abusive websites, threatening gestures, manipulation, emotional blackmail and threats to an individual's reputation and sense of safety.
5. **Cyber Bullying**. This involves the use of information and communication technologies such as email, text messages, instant messaging and websites to engage in the bullying of other individuals or groups. This technology provides an alternative means for verbal, relation and psychological forms of bullying.

Other forms of hurtful behaviour are often mistaken for bullying. Upsetting and harmful things happen, but not all of them are bullying.

It is common for students to not want to report bullying because they are worried about getting into trouble themselves, worried that the bullying will increase, worried that the bully themselves will get into trouble. It is really important to encourage your child to report any bullying immediately.

One of the most important skills that you can teach your child is persistence. If they have reported an incident and they feel it was not dealt with appropriately encourage them to tell someone else, go through teachers' names with your child, including the administration. Administration will usually become involved in cases of serious, ongoing bullying although classroom teachers should usually be approached first.

Reporting bullying in the playground is vital, as duty teachers rotate throughout duty areas, the 'pattern' of bullying is not always evident immediately. If you have any concerns re bullying, please make an appointment with your child's teacher firstly before meeting with the Deputy or Principal.

Bullying also involves children who may not be directly involved in the bullying nor are they directly bullied, who are referred to as a "bystander". A bystander is someone who sees the bullying or knows that it is happening to someone else. ***At Victoria Park Primary School all students are expected to report any incidents of bullying.***

When we deal with bullying we carry out the following process:
- Interview all parties individually. This enables us to piece together all the dynamics.
- Bring all parties together and go over all the events, here we try and have each person see the incident/s from another's point of view.
- We then negotiate a set of agreed actions/consequences with each individual. Additional strategies may be employed to address specific instances of bullying.
- We follow up with the students on how they have been going.
- Should bullying persist, consequences are applied.
- Parents of both parties are informed.

At all times we encourage the students to report any further incidents of bullying immediately.

The most difficult aspect of bullying is getting the victim to report the incident, they really find this difficult to do.