Doncaster Gardens Primary School
Anti-Bullying Policy

Philosophical Basis:
Our school Welfare and Discipline Policy states that everyone has the right to feel safe in the school environment and the responsibility to do all they can to ensure this. The school is expected to provide a positive culture where bullying is not accepted.

Bullying involves:
- a desire to hurt
- repeated hurtful actions
- a power imbalance
- an unjust use of power
- apparent enjoyment by the aggressor
- a sense of being oppressed on the part of the victim

Guidelines:
The anti-bullying policy aims to:
- develop quality relationships within the school community
- develop self-control in students
- develop responsibility for behaviour and its consequences
- develop students’ ability to recognize the rights and responsibilities of themselves and others
- develop positive social behaviour towards self and community
- reinforce within the school community that no form of bullying is acceptable
- protect the privacy of the bully/victim whenever possible
- prevent cyberbullying.

Cyberbullying consists of covert, psychological bullying, conveyed through the electronic mediums such as cell-phones, web-logs and web-sites, on-line chat rooms, ‘MUD’ rooms (multi-user domains where individuals take on different characters) and Xangas (on-line personal profiles where some adolescents create lists of people they do not like). It is verbal (over the telephone or mobile phone), or written (flaming, threats, racial, sexual or homophobic harassment) using the various mediums available.

Implementation:
Primary Prevention:
- Professional development for staff relating to bullying, harassment and the strategies that counter-act them will be provided.
- Programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving, will be provided for all students. In particular, “You Can Do It” will be provided for the Preps, Years 1 and 2, “Bounce Back” for Years 3 and 4, and “M Power (girls)” and “Rock and Water” (boys) for Years 5 and 6. This may include programs conducted by outside providers.
- Anecdotal records of incidents in the school yard, including bullying, will be kept and acted upon. These records will be used as a check to determine if previous bullying is recurring at a later time.
- At the start of each year, classroom teachers will clarify the school policy on bullying.
- Electives and structured activities will be made available to students at recess and lunch breaks.
- A selection of books on anti-bullying will be available for parents to borrow from the sensitive reading collection in the library.
- Circle Time may be used within each class and specialist area as a preventative measure.

Early Intervention:
- Children will be encouraged to report bullying incidents involving themselves or others.
- Classroom teachers, on a regular basis, will remind students to report incidents and that reporting is not dobbing.
- Parents will be encouraged to contact the school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems will be given.

Intervention:
- Those identified through the bullying survey will be counselled.
- Once identified, bully, victim and witnesses will be spoken with and all incidents or allegations of bullying will be fully investigated and documented.
- Both bully and victim will be offered counselling and support.
- If bullying is ongoing, parents will be contacted and consequences implemented consistent with the school’s Student Code of Conduct.
- Small Group Conferencing (Restorative Practices) may be used for the children involved.

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Evaluation:

• This policy will be reviewed every three years as part of the policy review cycle.
• Victims of bullying will continue to be monitored and supported.
• Observation of changes in behaviours and attitudes will be monitored to ensure the bullying does not continue.
• Student surveys will be conducted to gauge frequency, types and effects of bullying.