



BULLYING AND HARASSMENT 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. Bullying can be:

- Physical bullying which includes pushing, hitting, punching, kicking or any other action causing hurt or injury.
- Verbal bullying which includes insults, taunts, threats and ridicule.
- Non-verbal bullying which includes physical intimidation and ostracism.
- Cyber bullying which includes harassment by mobile phone, setting up a defamatory personal website and deliberately excluding someone from social network spaces.
- Interference with, or damage to, personal property may be bullying behaviour.

Rationale:

At Richmond Primary School everyone has the right to be free from bullying in accordance with our school values.

Aims:

- To reinforce within the school community that no form of bullying is acceptable.
- To educate our 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 relevant parties included.
- To ensure that support is given to victim, perpetrator and peer groups.

Implementation:

A. Primary Prevention

- The school will investigate the prevalence and types of bullying within the school community. This will be done by reviewing documentation of previous incidents.
- The school will provide social skills programs that promote the school's values of resilience, respect and responsibility.
- The school will raise awareness of bullying through subject areas, newsletters, the school website, informal discussions and assemblies in an attempt to address bullying behaviour.
- The school will continue with its buddy program to promote friendship and support between older and younger peers.

B. Intervention:

- Staff and students will be encouraged to report any incidents of bullying as soon as they arise. A "worry box" will be placed in each area for students to report incidences in written or picture form.
- Teachers will remind students, on a regular basis, to report incidences.
- Parents are encouraged to contact the school if they become aware of any bullying issues.
- All incidents will be fully investigated.
- Staff will use Restorative Practices to respond to incidents of bullying.
- Both the bully and person being bullied will be offered counselling and support.
- Incidents of bullying will be documented.

- In serious cases, parents will be informed and will be asked to attend a meeting to discuss the issue.
- Consequences for bullying behaviour may include official warnings, exclusion from classroom or schoolyard, school suspension or withdrawal of privileges.

Related Documents:

- RPS Student Welfare and Engagement Policy

Evaluation:

This policy will be reviewed as part of the school's Strategic Planning and Review cycle.

This policy was last ratified by School Council in

2014.