Rationale

All members of the school community are committed to ensuring a safe and caring environment that promotes personal growth, achievement and positive relationships for all students.

Staff, students, parents and carers have the right to feel safe and be treated equally and with respect.

All students have the right to feel secure and to learn without disruption, and teachers have the right to teach without hindrance and interruption. A person who bullies another person/s is denying them their rights.

The School will not tolerate any action that undermines a person's right to work or play without interference or fear of victimisation or harassment.

All forms of bullying, whether it is physical, verbal, non-verbal or cyber are not tolerated at any level at Keilor Views Primary School.

Keilor Views Primary School will take whatever steps are necessary to stop such behaviour and educate both the target of bullying and the person demonstrating bullying behaviour.

Guidelines

Bullying is when another student repeatedly says or does upsetting things to try and hurt someone else's body, feelings, social life, reputation or property. A fight or disagreement between equals isn't bullying.

Where bullying occurs, the following consequences apply:

- the offender is addressed by a relevant staff member

- the student/s affected is/are supported by staff

- relationships are restored (where possible or appropriate)

- the parents/guardian are informed

- Principal Class are informed

  (Leadership Team informed, in absence of Principal Class)

Cyber Bullying is when ICT, such as e-mail, mobile phone, instant messaging or web sites, including chat rooms and forums, are used to support deliberate, repeated, and intimidating behaviour by an individual or group that is intended to harm others.

- Principal Class are informed (Leadership Team informed in absence of Principal Class)

- the student/s affected is/are supported by staff

- the offender is addressed by a relevant staff member

- the parents/guardian are informed

- the Police are informed (where appropriate or necessary)

- the Website is contacted, if applicable

- the website is removed

Keilor Views Primary School will:

- Provide appropriate support to students who are targets of bullying and those who demonstrate bullying behaviours through the following researched and evidence based approaches to bullying (Ken Rigby):

  o Restorative Practices

  o Name It

  o Method of Shared Concern

  o Support Group Method

  o Mediation

  o Traditional disciplinary approach

- Provide programs that develop and promote resilience, life and social skills

- Provide professional learning for staff relating to bullying

- Ensure that any ongoing bullying will result in the parents or carers being contacted and consequences implemented that are consistent with 'School Procedures and Practices.

- Promote the positive relationships between all of the students through the implementation of the 'Better Buddies' program.

- Acknowledge and affirm diversity among students. Diversity refers to the broad range of differences amongst students and their communities and includes aspects of gender, race, geographical location, culture, socio-economic background, age, ability/disability, religion, sexual preference and sexual identity.

- Adopt the 'Name It' strategy

Refer to DET *Effective Schools are Engaging Schools – Student Engagement Policy Guidelines*

Implementation of this policy will ensure that parents, teachers, students and the community are aware of the school's position on bullying and that everyone in the school community has the:

- right to be safe

- responsibility not to take part in bullying/cyber bullying in any way.

- responsibility to let teachers/others know about bullying/cyber bullying situations

Evaluation of Policy

Keilor Views Primary will be evaluating this policy as part of the school's review cycle.

This policy was ratified by School Council on 22 November 2017