



BULLY PREVENTION POLICY



Help for non-English speakers

If you need help to understand the information in this policy, please contact the office (03) 5249 1382 or visit the school at 605 Barrabool Road, Ceres 3221.

Purpose

Ceres Primary School is committed to providing a safe and respectful learning environment where bullying will not be tolerated. The purpose of this policy is to:

- Explain the definition of bullying so that there is shared understanding amongst all members of the Ceres Primary School community.
- Make clear that no form of bullying at Ceres Primary School will be tolerated.
- Outline the strategies and programs in place at Ceres Primary School to build a positive school culture and prevent bullying behaviour.
- Ask that everyone in our school community be alerted to signs and evidence of bullying behaviour, and understand the importance of reporting bullying behaviour to school staff.
- Ensure that all reported incidents of bullying are appropriately investigated and addressed.
- Ensure that support is provided to students who may be affected by bullying behaviour (including targets, bystanders, witnesses, and students engaging in bullying behaviour).
- Seek parental and peer group support in addressing and preventing bullying behaviour at Ceres Primary School.

When responding to bullying behaviour, Ceres Primary School aims to:

- Be proportionate, consistent and responsive.
- Find a constructive solution for everyone.
- Stop the bullying from happening again.
- Restore the relationships between the students involved.

Ceres Primary School acknowledges that school staff owe a duty of care to students to take reasonable steps to reduce the risk of reasonably foreseeable harm, which can include harm that may be caused by bullying behaviour.

Scope

This policy addresses how Ceres Primary School aims to prevent, address and respond to student bullying behaviour. Ceres Primary School recognises that there are many other types of inappropriate student behaviours that do not meet the definition of bullying which are also unacceptable at our school. These other inappropriate behaviours will be managed in accordance with our Student Code of Conduct, Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy.

This policy applies to all school activities, including camps and excursions. It also applies to bullying behaviour between students that occurs outside of school hours, where the behaviour impacts on student wellbeing and safety at school.





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Policy

Definitions

Bullying

In 2018 the Education Council of the Council of Australian Governments endorsed the following definition of bullying for use by all Australian schools:

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records)

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Bullying has three main features:

- It involves a misuse of power in a relationship
- It is ongoing and repeated, and
- It involves behaviours that can cause harm.

There are four main types of bullying behaviour:

- Physical – examples include hitting, pushing, shoving or intimidating or otherwise physically hurting another person, damaging or stealing their belongings. It includes threats of violence.
- Verbal/written – examples include name-calling or insulting someone about an attribute, quality or personal characteristic.
- Social (sometimes called relational or emotional bullying) – examples include deliberately excluding someone, spreading rumours, sharing information that will have a harmful effect on the other person and/or damaging a person's social reputation or social acceptance.
- Cyberbullying – any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.

Bullying can be a form of racism, sexism, homophobia, transphobia or other type of social prejudice when the behaviour is targeted at an individual or group because of a personal characteristic, such as race, religion, sex, sexual orientation, gender identity or disability.

For further information about bullying, refer to: Bully Stoppers (education.vic.gov.au) and the Department's Bullying Prevention and Response policy on the Policy and Advisory Library.

Other distressing and inappropriate behaviours

Many distressing and inappropriate behaviours may not constitute bullying even though they are unpleasant. Students who are involved in or who witness any distressing and inappropriate behaviours should report their concerns to school staff and our school will follow our Student Wellbeing and Engagement Policy and/or this Bullying Prevention Policy where the behaviour constitutes bullying.





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Mutual conflict involves an argument or disagreement between people with no imbalance of power. In incidents of mutual conflict, generally, both parties are upset and usually both want a resolution to the issue. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

Social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Single-episode acts of nastiness or physical aggression are not the same as bullying. However, single episodes of nastiness or physical aggression are not acceptable behaviours at our school and may have serious consequences for students engaging in this behaviour. Ceres Primary School will use its Student Wellbeing and Engagement Policy to guide a response to single episodes of nastiness or physical aggression.

Harassment is language or actions that are demeaning, offensive or intimidating to a person. It can take many forms, including sexual harassment and disability harassment.

Discrimination is behaviour that treats someone unfavourably because of a personal characteristic (for example, race, religious belief or activity, disability, sex or intersex status, gender identity or sexual orientation).

Discrimination, harassment, and any other inappropriate behaviour is not tolerated at our school and there may be serious consequences for students engaging in this behaviour. This includes any form of racism, religious or disability discrimination, sexism, homophobia, transphobia, or any other behaviour that targets an individual or group. Further information about discrimination and harassment, including definitions, is set out in our Inclusion and Diversity Policy.

Communication

This policy will be communicated to our school community in the following ways

- Available publicly on our school's website.
- Included in staff induction processes.
- Included in our Organisational Handbook.
- Discussed at staff briefings/meetings as required.
- Discussed at parent information sessions.
- Included in transition and enrolment packs.
- Included as annual reference in our fortnightly newsletters.
- Made available in hard copy from the school administration upon request.

Further Information and Resources

This policy should be read in conjunction with the following school policies:

- Statement of Values and School Philosophy
- Student Wellbeing and Engagement Policy
- Parent Complaints policy
- Duty of Care Policy
- Inclusion and Diversity Policy

Our school also follows Department of Education and Training policy relating to bullying including:

- Bullying Prevention and Response
- Cybesafety and Responsible Use of Digital Technologies
- Equal Opportunity and Human Rights – Students
- LGBTIQ Student Support Policy





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The following websites and resources provide useful information on prevention and responding to bullying, as well as supporting students who have been the target of bullying behaviours:

- Bully Stoppers
- Report racism or religious discrimination in schools
- Kids Helpline
- ReachOut Australia
- Lifeline
- Bullying. No Way!
- Student Wellbeing Hub
- eSafety Commissioner
- Australia Student Wellbeing Framework

Evaluation

This policy will be reviewed every 2 years, or earlier as required following an incident or analysis of new research or school data relating to bullying, to ensure that the policy remains up to date, practical and effective.

Data to inform this review will be collected through:

- Discussion and consultation with students and parents/carers.
- Regular student bullying surveys.
- Regular staff surveys.
- Bully Stoppers Data Collection tool.
- Assessment of other school-based data, including the number of reported incidents of bullying in each year group and the effectiveness of the responses implemented.
- Attitudes to School Survey.
- Parent Opinion Survey.

Proposed amendments to this policy will be discussed with the school council.

Policy Review and Approval

Policy last reviewed	30/09/2022
Consultation (Mandatory)	
Approved by	Principal
Next scheduled review date (must be at least every 2 years)	

