

	<p>Carlton Gardens Primary School</p> <p>BULLYING POLICY</p>	<p>Authorisation July 2013 Review: 2016</p>
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Purpose:

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in the school environment.

Definition:

A person is bullied when they are exposed regularly and over time to negative actions on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others repeatedly. They can operate alone or as a group.

Aims:

- Reinforce within the school community that no form of bullying is acceptable.
- Encourage everyone within the 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.
- Ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.
- Seek parental and peer-group support and co-operation at all times.
- This policy is to be read in conjunction with the cyber bullying policy.

Implementation:

- Parents, teachers and community will be made aware of the school's position on bullying.
- The school will continue with existing structures and introduce others as seen to be appropriate.

A. Primary Prevention:

To provide programs that promote resilience, life skills and protective factors

- Bullying survey and yard survey at least twice annually
- Social Skills programs to develop resilience, conflict resolution, assertiveness and problem solving
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- Staff and students to promote the philosophy of 'No Put Downs'.

B. Early Intervention:

- Promoting children reporting bullying incidents upon themselves or witnessed.
- Bullying survey at least twice yearly.
- Classroom teachers are encouraged to remind students to report incidents, and explain to students that reporting is not 'dobbing'.
- Parents are encouraged to contact school if they become aware of a problem.

C. Intervention:

- Those identified through Bullying Survey will be counselled.
- Once identified; bully, victim and witnesses talked with, and all incidents fully investigated and documented.
- Both bully and victim offered counselling and support.
- If bullying is ongoing, parents contacted and consequences implemented consistent with school Student Code of Conduct

Evaluation

This policy will be reviewed as part of the school's three year review cycle.