	Carlton Gardens Primary School **BULLYING POLICY**	**Authorisation** July 2016 **Review:** 2019

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:
Bullying is repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

Types of bullying behaviour:
There are some specific types of bullying behaviour
- **verbal or written abuse** - such as targeted name-calling or jokes, or displaying offensive posters
- **violence** - including threats of violence
- **sexual harassment** - unwelcome or unreciprocated conduct of a sexual nature, which could reasonably be expected to cause offence, humiliation or intimidation
- **homophobia** and other hostile behaviour towards students relating to gender and sexuality
- **discrimination including racial discrimination** - treating people differently because of their identity
- **cyberbullying -** either online or via mobile phone.

What is not bullying?
There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- **mutual conflict** - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.
- **single-episode acts** of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- **social rejection or dislike** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

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.