



GLENROY WEST PRIMARY SCHOOL 4809 ANTI-BULLYING POLICY

INSPIRE GROW ACHIEVE

Rationale:

Glenroy West Primary School is committed to providing a positive learning experience, in a safe and caring environment, in order to develop students' self-esteem and personal growth. We will promote the rights of everyone to be treated with respect and feel safe at all times. We believe that all students are entitled to a positive, innovative and challenging educational experience. At Glenroy West Primary School our students learn within an ethos of support, challenge and are encouraged to succeed. Bullying in any form is not acceptable and it will not be tolerated.

Definition:

Bullying is when a person deliberately and repeatedly makes attempts to overpower another person by:

- Threatening them-physically or verbally/ non verbally (i.e. dirty looks)
- Calling them names, reflecting their racial/gender, religion or socio-economic background directly or indirectly.
- Physically attacking them including pinching, kicking, punching, tripping, bumping, touching
- Deliberately excluding them from friendships groups or social conversations
- Victimising people by demanding money, food or personal belongings
- Visually- by defacing their belongings, leaving notes or giving people dirty looks

Strategies:

At Glenroy West Primary School we will encourage our students to be resilient by:

- Telling the bully that you don't like what they are doing and they don't have the right to do that to you.
- Telling a friend, your parents, your teacher the yard duty teacher or the peer mediators what's been happening
- Asking for help by meeting with their parents, teacher, Student Welfare Coordinator or the Principal.

We can help stop bullying by~

- Never joining in and bullying someone else
- Telling someone about the bullying that is happening
- Support any students who have been bullied.

At Glenroy West Primary School all students have the right to feel safe and to be able to play without the fear of being bullied.

Evaluation:

This policy will be reviewed as part of the school's three-year review process.
This policy was ratified by School Council on the 25 th May 2015
The policy will be next reviewed 2018

**The following procedures will be implemented when bullying has occurred.
All complaints will be treated seriously and the person will have the opportunity to tell someone they have trust in.**

The process we go through is as follows:

1. Any allegation of bullying is fully investigated expeditiously- an investigation that involves me as Principal
2. Those allegedly involved in the incident and those who witnessed the incident are spoken to by a teacher and by me, the Principal. Initially all parties are spoken to individually.
3. The parents/guardians of the alleged offender/s and alleged victim/s are notified that any incident involving their children has occurred.
4. The alleged victim/s will be given support and encouragement by a teacher and me, the Principal. If deemed appropriate, psychological counselling will be offered.
5. If it is a first time offence, the alleged offender/s will be cautioned about his/her/ their behaviour and monitored for a period of not less than one year after the incident to ensure there is no repetition of the behaviour. If deemed appropriate, psychological counselling will be offered.
6. If it a second time offence, the alleged offender/s will be immediately referred to psychological counselling and will be told he/she/they face/s expulsion if he/she offend/s again. He/she/they is/are likely to be suspended for a period of between one and three days, depending upon the severity of the behaviour.
7. If it is a third offence, the alleged offender/s will be expelled from the school.

Preventing Bullying is the responsibility of the whole school community. The students, parents, teachers and staff agree that bullying will not be tolerated at Glenroy West Primary School. The community agrees that having a safe happy school environment is a right that everyone shares.

Pamela Streete
Principal