



Bullying Prevention Policy.docx

Bullying Prevention Policy

RESPECT, COMMITMENT, ACADEMIC EXCELLENCE, CONTINUOUS IMPROVEMENT

Purpose

John Fawkner College 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 our community
- Make clear that no form of bullying at John Fawkner College will be tolerated
- Outline the strategies and programs in place at John Fawkner College to build a positive school culture
- Ask that everyone in our school community be alert to signs and evidence of bullying behaviour, and accept responsibility to report 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, and students engaging in bullying behaviours)
- Seek parental and peer group support in addressing and preventing bullying behaviour at John Fawkner College

Definition

Bullying is when someone, or a group of people, who have more power at the time, deliberately upset or hurt another person. Bullying includes physical bullying such as hitting; verbal bullying such as name calling; and indirect bullying such as spreading rumours and cyber bullying such as posting pictures or videos of people without their knowledge or consent.

Direct physical bullying e.g. hitting, tripping, pushing, damaging property or inappropriate touching.

Direct verbal bullying e.g. name calling, insults, homophobic or racist remarks, verbal abuse, putting down of others for their achievements or inappropriate comments.

Indirect bullying e.g. lying and spreading rumours, playing nasty jokes to embarrass and humiliate or encouraging others to socially exclude and damaging one's social reputation and social acceptance.

Cyber bullying e.g. involves the use of email, text messages or chat rooms to humiliate and distress. U- Tube postings of images that the person or persons may not know about.

What we will do when incidents of bullying are reported or observed:

- Act on any reported or observed cases of bullying
- Keep records of incident of bullying
- Support all concerned to resolve the issues
- Address bullying through the school curriculum
- Provide in- school programs for students and staff to support our anti bullying policy

Process for dealing with bullying:

Incidents of a serious nature may be responded to by immediate suspensions. Any case of retaliation against a person for reporting bullying will be treated very seriously.

On the Occasion of the First Reported Incident:

- An Incident report will be completed by both victim and alleged bully. Interviews will be conducted. Students will be reminded of what bullying actually is, and of the John Fawkner College Anti-Bullying Policy.
- An Anti-Bullying Agreement will be completed.
- The incident will be recorded on the Student Management Tool.
- Records will be kept of essential details.
- Parents will be notified, if appropriate.

***Any Subsequent Incidents will result in suspension as well as student support plans.**

STRATEGIES AND ADVICE FOR STUDENTS

What to do if you are bullied?

Students should discuss and report bullying incident to a member of staff they feel comfortable talking to or directly to their home group teacher, student counsellor, Year level co-ordinator or the assistant principal. When this happens, the staff member will treat the report as confidential and discuss the options available to the student. The victim should be interviewed by a member of the teaching staff to get the details of the incident. The report is then noted in the Bully Registrar.

How you can help if you witness bullying:

Stand up for the student being bullied. Take them away from the situation. Report it immediately to teacher/ coordinator. Offer support and understanding. Refuse to take part.

STRATEGIES FOR PARENTS

The following information has been developed to provide you with useful strategies in dealing with incidents of bullying.

What is Bullying?

Bullying is when someone, or a group of people, who have more power at the time, deliberately upset or hurt another person on more than one occasion. Bullying includes physical bullying such as hitting; verbal bullying such as name calling; and indirect bullying such as spreading rumours.

Bullying is not:

- A situation where there is a mutual conflict. That is a balance of power where students are both upset and usually want a resolution to the problem.

- Social rejection or dislike (unless it is a repeated act and directed towards a specific person).
- Single episodes of nastiness or meanness or random acts of aggression or intimidation.

How do I know if my child is being bullied?

Some of the signs that a child is being bullied include:

- an unwillingness or refusal to go to school
- feeling ill in the mornings
- wagging school
- doing poorly in their school work
- becoming withdrawn, starting to stammer, lacking confidence
- crying themselves to sleep, having nightmares
- asking for money or starting to steal (to pay the bully)
- refusing to talk about what's wrong
- having unexplained bruises, cuts, scratches
- beginning to bully other children or siblings
- becoming aggressive and unreasonable

Adapted from Kidscape, available at www.kidscape.org.uk/parents/signsof.shtml

What can I do if my child is being bullied?

1. Listen carefully to your child and show concern and support.
2. Give sensible advice. Don't encourage your child to fight back as this will most likely increase the bullying.
3. Assist your child to develop positive strategies including:
 - saying 'leave me alone' and calmly walking away
 - avoiding situations that might expose them to further bullying
 - making new friends
4. Ask your child the following questions to understand if there is a repeated pattern:
 - what, where and when did the incident happen?
 - who was involved on each occasion?
 - did anybody else see it and, if so, who?
 - the names of any teachers who are aware of the problem.
5. Report the bully to the school and work with your child's school to solve the problem. We take our responsibilities in relation to bullying behaviour very seriously and have more success when parents work with the school to solve the bullying problem. Remember, if you were not aware that your child was being bullied then perhaps your child's teachers did not know about it either.

You should:

- Make an appointment with your child's teacher and make notes of the points you want to discuss before the meeting
- At the meeting try to stay calm and present the information in a way that makes it clear that you and the school are working as partners in trying to fix this problem.

The school will need time to investigate and talk to teachers and, perhaps, other students.

6. You can make a follow-up call to see what has been done or alternatively ask the school when you can expect them to get back to you.

Basis of Discretion

The Principal may use their discretionary powers in dealing with students who offend this policy.

Communication

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

- Made available publicly on our school website
- Made available in hardcopy from our school administration upon request

Review

This policy will be reviewed by the Student Wellbeing & Engagement Team every 4 years.

Evaluation

Last evaluated: 01/04/2022

Approved by Principal: Lisa Vinnicombe 01/04/2022

This policy will be reviewed in 2026.