



BOORAGOON PRIMARY SCHOOL
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Preventing and Managing Bullying Policy

RATIONALE

Booragoon Primary School is committed to providing a safe and supportive school community for our students. We are committed to treating each other with care and respect and accepting individual differences.

DEFINITIONS

Bullying is when an individual or group misuses power to target another individual or group to intentionally threaten or harm them on more than one occasion. This may involve verbal, physical, emotional or cyber bullying. Teasing or fighting between peers is not necessarily bullying.

RIGHTS AND RESPONSIBILITIES OF SCHOOL COMMUNITY MEMBERS

Members of our school community have the right to expect that their school provides a safe and supportive learning environment. This expectation comes with a shared responsibility by the whole-school community to prevent and effectively respond to behaviours that have the potential to affect student safety and wellbeing, including bullying.

Schools are encouraged to focus on ensuring all members of the school community have explicit knowledge of their responsibilities and have access to the relevant support to develop the required skills to fulfil them. The whole-school community includes students, staff, parents, caregivers and the wider school community who interact within the school context.

SCHOOL STRATEGIES TO PREVENT AND MANAGE BULLYING

The following strategies came from data gathered from the 'Map the Gap Screening Tool', a part of the *Friendly School Plus* resources, which was completed by staff at the end of 2012 and will be completed again at the end of 2016. Booragoon Primary School is committed to regularly plan, monitor and review the school's processes, strategies and programs to ensure the school's effectiveness in preventing and managing bullying.

PREVENTION STRATEGIES

Preventative whole-school strategies

- Promote a whole-school student support approach with shared leadership
- Promote collaborative relationships between school, parents and the community.
- Develop a positive whole school *Managing Student Behaviour* plan.
- Provide professional learning for staff and communicate strategies to parents.
- Implement a regular collaborative cycle of evaluation and review

Preventative classroom strategies

- Develop supportive and inclusive classroom environments
- Implement effective classroom behaviour management approaches
- Implement evidence-based programs such as *Friendly Schools Plus*
- Encourage effective bystander behaviour
- Promote positive communication, empathy, tolerance and social problem solving.

Preventative playground strategies

- Coordinate a highly visible and active approach to playground supervision
- Develop and communicate whole-school processes for responding to playground behaviours.
- Recognise and reinforce positive playground behaviour through Peer Mediators
- Provide unstructured playground activities and equipment (Nature Play areas).

TARGETED EARLY INTERVENTION STRATEGIES

Early intervention strategies at Booragoon primary School include:

- Raise awareness and plan around specific forms of bullying, such as cyber-bullying or racism.
- Identify and target early signs of problematic peer relationship issues
- Teach effective bystander behaviour to targeted group or specific situations
- Teach pro-social behaviour to identified students and groups
- Provide high supervision areas for students with higher support needs
- Provide access to specialist/pastoral care staff and case management processes for students at risk of being targeted or those who demonstrate bullying behaviour

INTERVENTION FOR BULLYING INCIDENTS

Booragoon Primary School has clearly articulated procedures for responding to incidents of bullying including:

- Staff are provided with the support and training to confidently manage bullying situations as they occur
- Intervention practices that resolve conflicts, restore relationships, and promote tolerance and social problem-solving are used for responding to bullying incidents.
- Processes are in place for recording and monitoring incidents and interventions
- Students who experience bullying are provided with supports to promote recovery and resilience
- Case management of students involved in persistent bullying is implemented

Intervention approaches include:

- *Co-LATE Model* – teacher interview process from Friendly Schools Plus
- *The Method of Shared Concern*
- *Group Support Approach* (formerly referred to as the No Blame Approach).
- Social problem-solving approaches
- Community conferences
- Small group and individual conferences

NOTE: In situations which have resulted in significant harm or where violence has occurred, behaviour management sanctions may need to be implemented. Sanctions are also warranted where the application of evidence-based methods as described above have been unsuccessful in resolving the problem. The use of sanctions as the first strategy may result in retaliation against those who reported or bullied the student.

Further information on these approaches can be assessed through School Psychology Services.

PLANNING, MONITORING AND REVIEW PROCESSES INCLUDE

- Implementation of *Friendly Schools Plus* to be reviewed annually and policy updated
- Use appropriate assessment tools to measure current bullying issues and the schools progress towards achievement targets (snap-shot measures).
- Gaining input from all key sectors of the school community
- Using existing data to monitor changes over time (longitudinal measures).
- Making adjustments to the selected strategies and programs based on current data
- Reviewing available resources and their suitability to strategies being implemented
- Communicating any changes to the whole-school community.

RESOURCES

The following websites represent examples of some of the online resources available that may inform schools in planning whole-school prevention and management approaches. Many have links to other valuable resources.

- www.acara.edu.au – The Australian Curriculum, Assessment and Reporting Authority (2011)
- www.agca.com.au – Australian Guidance and Counselling Association
- www.bullyingnoway.com.au – Safe and Supportive School Communities (SSSC) Project; Queensland Department of Education, Training and Employment on behalf of the Australian Education Authorities (2013)
- www.det.wa.edu/education/cmis/eval/curriculum/ict/ -Managing Student Safety Online; Department of Education (2013)
- www.friendlyschool.com.au – Friendly Schools Plus (2012); Child Health Promotion Research Centre, Edith Cowan University.
- www.mceecdya.edu.au – for the Melbourne Declaration on Educational Goals for Young Australians (2008); Ministerial Council for Education, Early Childhood Development and Youth Affairs.
- www.mindmatters.edu.au – Mind Matters Plus; Australian Government Department of Health and Aging; Commonwealth of Australia
- www.safeschools.deewr.gov.au – National Safe School Framework (2011); Ministerial Council for Education, Early Childhood Development and Youth Affairs. Department of Education, Employment and Workplace Relations; Commonwealth of Australia (2012)
- www.safeschoolshub.edu.au – Department of Education, Employment and Workplace Relations; Commonwealth of Australia (2013)
- www.thinkuknow.org.au – ThinkUKnow Internet Safety Program; UK Child Exploitation and Online Protection (CEOP) Centre. ThinkUKnow Australia developed by the Australian Federal police (AFP) and Microsoft Australia