

## Anti-Bullying Policy

What is bullying? Bullying is repeated unreasonable behaviour directed to other individuals or group that may cause harm, including risk to health and safety.

Unreasonable behaviour means, behaviour that humiliates, intimidates or threatens another person. Such behaviour can include individuals or groups, actions or practices which humiliate, intimidate or threaten another person or persons.

Bullying may also amount to unlawful discrimination or harassment.

What are the examples of bullying?

The following typical types of behaviour, particularly if directed towards an individual repeatedly may amount to bullying. Some examples, but not limited to;

- a) demeaning language
- b) threats
- c) verbal or non-verbal abuse
- d) violence
- e) outbursts of anger or aggression
- f) physical or verbal intimidation
- g) excluding or isolating;
- h) ganging up
- i) damaging or removal of property
- j) unkind secretive talk
- k) cyber-bullying

Behaviour that targets an individual or a group, due to the following, is also bullying, harassment and discrimination. Some examples, but not limited to;

- a) race, culture or country of origin
- b) identity
- c) gender
- d) sexual orientation
- e) religion or faith
- f) ability or disability
- g) economic status
- h) age

Bullying in any form is unacceptable behaviour at Vistara Primary School. Any reports of bullying will be investigated, recorded and appropriate action taken. Incidents will be responded to in a constructive and timely manner.

## Procedures to Preventing Bullying

1. Staff are provided with information and training about anti-bullying, cyber safety from external agencies e.g. Safe on Social, Lismore Police Youth Liaison Officer, eSafety Commissioner's Website, Bullying No Way website and resources from Brainstorm Productions.
2. Staff discuss bullying and responses at individual staff level or at staff meetings.
3. Staff use preventative behavioural strategies such as positive reinforcement to help prevent bullying.
4. Staff discuss anti-bullying at class level, individual level and at whole school assembly to recognise what bullying looks like, what a victim, bystander and bully is and what one can do to get help.
5. The student's Code of Conduct is discussed with students from K – 6 with reference to anti-bullying, includes sign off procedures by students and or parents/guardians.
6. Students are encouraged to report if they have witnessed or experienced bullying.
7. Students are encouraged to access support from; Parents, Teachers, School Staff, Trusted Adults, Kids Helpline or Police about what's happening for them.
8. Throughout the year discussions of anti-bullying strategies, at assemblies, in class.
9. Staff talk to the students, monitor and if it still continues, we then go into the disciplinary behaviour management process, (see discipline policy).
10. Students with special needs may require specific adjustments and support and specialist consultations.
11. For students where there will be disciplinary actions, an individual plan may be required.
12. For repeated incidents, parents are required to come in to school for a meeting as per behaviour management procedures.
13. The Principal and or Administrator makes the decision when it's appropriate to contact the Youth Police Liaison Officer.