

# BULLYING

# POLICY



**Effective:  
March 2019**



## BULLYING POLICY

### POLICY STATEMENT

1. Freshwater Bay Staff will make every effort to ensure that the school is a safe environment where all students are not bullied in anyway.
2. Principal is responsible for establishing and maintaining processes for managing the student behaviour and ensuring that all incidents are dwelt with promptly and fairly according to Department Policy.
3. The Principal is responsible for resolving incidents at a local level.

### POLICY RULES

- To ensure that bullying incidents are resolved in a prompt and efficient manner.
- To promote the highest standard of professionalism in dealing with all students.

### RESPONSIBILITY FOR IMPLEMENTATION

- Principal is responsible for implementation and compliance
- Staff are responsible for compliance and monitoring

### SCOPE

- This policy applies the all Freshwater Bay PS staff.

### DEFINITIONS BULLYING

Schools provide a clear shared understanding of what bullying and cyberbullying is to their school community and include explanations of the concerning behaviours in the school plan:

The national definition of bullying for Australian schools is as follows:

*Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons who feel unable to stop it from happening.*

*Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).*

*Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.*

*Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.<sup>1</sup>*

<sup>1</sup> *Bullying. No Way!* website [www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au)

Confirming whether the behaviours were intentional is not required to implement the strategies for responding effectively. Young people involved in bullying are not always fully aware of the impact of their actions on others. It is more important to act as a result of the effects on the targeted individual, immaterial of the determination of intent.

Bullying can include:

Term	Definition
Verbal Bullying	The repeated use of words to hurt or humiliate another individual or group. Verbal bullying includes using put-downs, name-calling, insulting someone about the way they look or behave, spreading rumours, and homophobic, racist or sexist comments.
Social/relational bullying	Involves repeatedly ostracising others by ignoring someone or keeping them out of conversations, convincing others to dislike or exclude an individual or group, spreading rumours, and sharing information or images that will have a harmful effect on the other person.
Physical bullying	Includes violent actions towards another person that involves hitting, pinching, biting, pushing, pulling, shoving, damaging or stealing someone's belongings, and unwanted touching.
Cyberbullying	Involves the use of technology to bully a person or group with the intent to hurt them socially, psychologically or even physically. Cyberbullying includes abusive texts and emails, hurtful messages, images or videos, imitating, excluding or humiliating others online, nasty online gossip and chat.
Bystanders	Bystanders are those who are aware of, or witnesses to, the bullying situation. A supportive bystander will use words and/or actions to support someone who is being bullied by intervening, getting teacher support or comforting them. All members of a school community need to know how to support those who are being bullied and how to discourage bullying behaviours.

## **CYBER BULLYING**

Cyber bullying is activities carried out online or through mobile phones to harass or abuse someone.

A message or post could be considered offensive if it is likely to cause serious anger, outrage, humiliation or disgust.

### ***Cyber bullying is against the law?***

*'Cyber bullying can be a crime under either WA or national law when it involves:*

- *Using the internet or a phone in a threatening, harassing or offensive way.*
- *Threats*
- *Stalking (including messaging someone to harm or scare them)*
- *Accessing internet accounts without permission*

- *Defamation (spreading lies to intentionally hurt someone's reputation)*
- *Encouraging suicide'*

One off cyber incidents where student/s have been involved in messaging or posting that caused offense, serious anger, outrage, humiliation or disgust will be dealt with using the procedures in the behaviour management policy, where it is ascertained the actions are consistent with the definition of bullying the bullying policy will be implemented.

### **SCHOOL INVOLVEMENT**

The school becomes involved in cyber incidents, when the following three points occur.

1. Students in the school are involved;
2. The points above are evident in the event; and
3. The mention of school and bringing the issues into school.

### **RATIONALE**

This policy is a component of a series of work that will in time endeavour to build character and competence in students. We want students, staff, parents and the wider community to have the courage and wisdom to promote anti-bullying (including cyber-bullying) and build positive relationships at all levels. We will provide a positive culture where bullying is not tolerated. All staff and students have the right to expect respect and fairness from others, the right to learn or teach and the right to feel safe and secure in their school environment.

### **PRINCIPLES UNDERLYING THE POLICY**

- In all matters the educational well-being of students is the first priority.
- To create a school environment where all students, staff and parents feel safe and welcome
- To raise awareness among staff, students and parents about bullying
- To actively counter bullying at school
- To provide strategies to resolve conflict and respect differences
- To create a climate where it is ok to talk about bullying and ask for help
- To promote positive mental health.

### **BROAD GUIDELINES**

- Issues can be raised verbally or in writing.
- A bullying complaint can be made about the conduct of any person.
- A person who is subject to a complaint is entitled to be informed of the substance of the complaint.
- Members of the staff will maintain confidentiality and impartiality when dealing with each matter and seek to resolve matters at the school level where possible.
- Persons lodging a complaint are welcome to have a friend or advisor present during any discussions.

Ratified by School Board:

Review:

### **VERSION HISTORY**

Version	Approved By	Approval Date	Review Date	Sections Modified	Owner	Implementation Officer
1.0	SCHOOL BOARD	26/03/2019	26/03/2020	New Policy	Principal	Principal

## Appendix 1

### Types of bullying:

	<b>Direct</b>	<b>Indirect</b>
<b>Physical</b>	<ul style="list-style-type: none"><li>• Hitting, punching</li><li>• Kicking</li><li>• Pinching, biting, scratching</li><li>• Pushing, strangling</li><li>• Damaging or stealing property</li><li>• Throwing objects e.g. stones</li></ul>	<ul style="list-style-type: none"><li>• Getting another person to harm someone</li></ul>
<b>Verbal</b>	<ul style="list-style-type: none"><li>• Hurtful name-calling</li><li>• Insulting language</li><li>• Threatening remarks</li><li>• Discriminatory remarks</li><li>• Demanding money or possessions</li><li>• Cyber/text bullying</li></ul>	<ul style="list-style-type: none"><li>• Spreading nasty rumours</li><li>• Trying to get other students to not like someone</li><li>• Forcing another to commit offences</li></ul>
<b>Emotional</b>	<ul style="list-style-type: none"><li>• Exclusion from games/clubs</li><li>• Ignoring someone</li><li>• Disrupting others play</li><li>• Threatening and/or obscene gestures or facial expressions</li><li>• Cyber/text bullying*</li></ul>	<ul style="list-style-type: none"><li>• Removing and hiding and/or damaging others belongings</li></ul>