



# Bullying Prevention Policy

## PURPOSE:

To ensure Black Hill Primary School is a safe and supportive school where the risk from all types of harm is minimised, diversity is valued and all members of the school community can be confident that they will receive support in the face of any threats to their safety or wellbeing.

## GUIDELINES

- [DET guidelines](#)
- [National Safe Schools Framework](#)

## DEFINITION

Bullying occurs when one or more people deliberately and repeatedly upset or hurt another person, damage their property, reputation or social acceptance.

There are also many distressing behaviours that are *not regarded as bullying*, even though they are unpleasant and often require teacher intervention and management. These can include:

- mutual conflict (conflict where both parties are responsible)
- social rejection or dislike
- single-episode acts of nastiness or meanness
- single acts of aggression and intimidation

### At Black Hill Primary School bullying behaviour can be defined as repeated:

- direct physical bullying involving behaviour such as hitting, tripping, and pushing or damaging property
- direct verbal bullying including behaviour such as name-calling, insults, homophobic or racist remarks
- indirect bullying including behaviour such as lying and spreading rumours, playing nasty jokes, mimicking and encouraging social exclusion
- cyberbullying when technology – such as mobile phones, social networking sites and email – are used to create, display or send information or images which are used to harm or harass another person.

## IMPLEMENTATION

Black Hill Primary School provides a safe and secure environment for everyone by actively encouraging:

- our school values of Integrity, Respect, Aspirations, Teamwork and Responsibility.
- positive and supportive relationships across the school.
- students to report all instances of bullying.
- school Wide Positive Behaviours by praising students at every opportunity.
- parents to contact their child's teacher, the Assistant Principal or Principal anytime they are worried or concerned about bullying issues.
- student involvement in leadership programs that emphasise the importance of supporting and nurturing strong positive relationships.

Black Hill Primary School:

- Involves parents and families in finding solutions to bullying issues when brought to our attention
- Check in with students as needed and act on reports of bullying behaviours.

## Responding to bullying and unacceptable behaviour

At the first report of bullying the school will:

1. implement [restorative practices](#). Students are held accountable for their behaviour and support is provided for the students or groups affected by the wrongdoing.

2. notify parents of all children involved. The classroom teacher, the Assistant Principal or Principal will notify parents of concerns and involve them in finding solutions.
3. organise meetings with parents and student (and if needed, student services).
4. develop and implement an individual behaviour management plan.
5. provide intensive school based support for behaviour modification through the Victorian Curriculum, Personal and Social capabilities and the Department Of Education and Training, Resilience, Rights and Respectful Relationships resources.
6. refer to support services for individual interventions as required in consultation with parents for all students involved.
7. implement suspension in extreme circumstances and ongoing instances of bullying behaviour after interventions have been implemented with no change.

All staff at Black Hill Primary School will be responsive to all reports of bullying by:

- a. Listening actively to any student or parent reports and responding as per the school policy implementation
- b. Liaising with the school wellbeing coordinator for support
- c. Recording all reported instances of bullying and monitor and evaluate strategies
- d. Referring to and teach the school expected behaviours
- e. Implementing the actions for inappropriate behaviour in the classroom and yard.

Teachers will plan and implement the school identified preventative strategies within the school curriculum.

### **Preventative strategies implemented at Black Hill Primary School include:**

- [Resilience, Rights and Respectful Relationships curriculum](#)
- [Victorian Curriculum, Personal and Social capabilities](#)
- [School Wide Positive Behaviour Processes](#)

### **Black Hill Primary School Recording and Reporting**

Records of bullying incidents will be kept by the school and enable the school to:

- manage individual cases effectively;
- monitor and evaluate the effectiveness of strategies.
- recognise the anti-bullying work of the school.
- demonstrate defensible decision making in the event of complaints being made.
- engage and inform parents and other services as necessary.

#### **Parent reporting:**

Parents are frequently the ones to report bullying incidents to the school. Staff at Black Hill Primary School will demonstrate sensitivity to the emotional needs of parents when they make contact with the school and will:

- act promptly,
- take the concern seriously and
- report back on progress on the issue to parents.

#### **Student reporting:**

Student reports will be treated promptly and seriously, and action taken by the school should not make their situation worse. At Black Hill Primary school students can report instances of bullying to their teacher, education support or administration staff and expect the staff member to take the concern seriously and act promptly.

This policy was reviewed and accepted by School Council- August 2017  
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