

## Bullying

### Objective

The purpose of this policy is to create a safe and respectful school environment and prevent bullying, cyber-bullying and other unacceptable behaviours.

### Scope

Cire Community School Principal and management staff  
 Cire Community School coordinators/teachers/support staff and volunteers  
 Cire Community School welfare and administration staff  
 Cire Community School students and families

### Policy

Cire Community School is committed to providing an educational environment in which all staff and students feel valued and secure. Bullying, in all its forms, is completely against the values and aims of the school.

To achieve this end, Cire Community School seeks to create a school-wide culture that:

- Allows students to flourish free from discrimination, harassment or any form of bullying;
- Ensures that all reported incidents of bullying are followed up appropriately;
- Does not tolerate, condone or trivialise bullying behaviours;
- Is aware of what constitutes bullying behaviour and understands that it is unacceptable;
- Provides support to the victims of bullying;
- Provides opportunities and strategies to improve a student's bullying behaviour;
- Promotes positive behaviour through informal and formal methods of training and learning;
- Has strong communication processes to inform parents about incidents of bullying and to enlist their support;

### Definitions

Bullying occurs when an individual, or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

This table describes the categories of bullying:	
Category	Includes but not limited to
Direct physical bullying	Hitting, kicking, tripping, pinching and pushing or damaging property
Direct verbal bullying	Name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.
Indirect bullying	Action designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes: <ul style="list-style-type: none"> <li>• lying and spreading rumours</li> <li>• playing nasty jokes to embarrass and humiliate</li> <li>• mimicking</li> <li>• encouraging others to socially exclude someone</li> <li>• damaging someone's social reputation or social acceptance</li> </ul>
Cyberbullying	Direct verbal or indirect bullying behaviours using digital technologies. This includes harassment via a mobile phone, setting up a defamatory personal website or deliberately excluding someone from social networking spaces.

*Note: Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management.*

**Mutual conflict:** involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

**Social rejection or dislike:** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

**Single-episode acts:** of harassment or physical aggression are not the same as bullying. If someone is verbally abused or pushed on one occasion they are not being bullied. Harassment or physical aggression that is directed towards many different people is not the same as bullying.

**However, this does not mean that single episodes of harassment or physical aggression will be ignored or condoned as these are unacceptable behaviours.**

## Implementation

- Cire Community School will have clear explicit procedures for dealing with bullying as detailed in the Behaviour Management Procedure.
- All Cire Community School staff share the responsibility for addressing bullying through class interventions and class break supervision, and by modelling behaviour consistent with Cire Community School values.
- Parents, teachers, students and the community will be aware of our position on bullying through statements included in the Student Handbook and Teacher Manual.
- Implementation of anti-bullying and anti-harassment strategies are outlined below:

### PRIMARY PREVENTION

- Provide access to a range of programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving on site or through external agencies.
- Monitor student behaviour during breaks and on excursions and continue evaluation to inform planning and to ensure prompt responses to incidences of unsafe or disrespectful behaviour.
- Explicit teaching of interpersonal skills will be undertaken by teachers where appropriate.
- Promote safe and friendly behaviours.
- Ensure students have access to a range of activities during breaks.
- Ensure internet access and use is appropriately supervised and monitored.

### INTERVENTION

- Promote the reporting of bullying incidents by students and staff through regular reminders by teachers and management staff.
- Encourage parents or guardians to contact staff if they become aware of a problem.
- Fully investigate and document all incidents or allegations of bullying with those involved and witnesses.
- Plan strategically and pro-actively for those students identified as at-risk of experiencing bullying, or engaging in bullying behaviour, in consultation with the Campus Coordinator, Wellbeing Coordinator and parent or carer (where appropriate), ensuring longer term management.
- Offer counselling and support for all affected parties.
- Consequences for students will be individually based and may involve a Step Down or suspension.

## Related Documents

Duty of Care Policy  
Supervision of Students Procedure  
Student Welfare Policy  
Behaviour Management Procedure

## Related Legislation

Education and Training Reform Act 2006

**Area of Compliance**

VRQA Minimum Standards for School Registration: Student Welfare.

**Organisational area**

Cire Community School

**Approved by:**

Committee of Management

Sign:

Date:

**Operative date:**

October 2016

**Review date:**

October 2018