



ANTI-BULLYING PROCEDURE

Rationale

All children have the right to live and learn in an environment where they feel valued and safe. They are able to learn most effectively in an atmosphere **free of verbal harassment and physical violence**. Schools are places where bullying **can** flourish and we need strategies in place that will result in threatened children feeling safe, and the bullying behaviour of the offenders being modified.

Purposes

1. To develop a school climate where there is **Zero Tolerance** of bullying.
2. To establish a clear set of consequences for actions that lead to the intimidation of other children.

Guidelines

Bullying usually has three common features:

- it is deliberate, hurtful behaviour
- it is repeated often over a period of time
- it is difficult for those being bullied to defend themselves

There are four main types of bullying:

- **physical**, e.g. *hitting, kicking, taking belongings*
- **verbal**, e.g. *name calling, insults*
- **social/relational**, e.g. *spreading nasty stories, excluding from groups, making threats*
- **identity-based bullying**, e.g. *racist, sexist, religious, ableist, sexuality and gender-based bullying*.

1. Treat complaints from children seriously, investigating the complaint and taking some **positive action** relating to the incident. Never tell children to, 'walk away' or 'avoid that person'. The consequences must be clear and visible. In other words the victim needs to be reassured that some action has been taken. **The offender must have a clear message that bullying behaviour will not be tolerated. A record of all offending will be kept by the Deputy Principal.**
2. Parents/Caregivers need to be informed and their support sought for this procedure to work effectively. Therefore a copy of this procedure should be given to all current families and any new families should also be given a copy of this procedure.
3. Parent/Student Responsibility. For this policy to be effective, students and parents must be prepared to report incidents as soon as possible after they occur.
4. Consequences have been developed in relation to the frequency and severity of the act of bullying, as all bullying verbal or physical, is still bullying and needs to be curtailed. These consequences must be applied consistently.

5. Victims in each case will also receive a letter to take home or phone call, informing parents/caregivers that an incident has occurred and the action which has been taken to attempt to ensure that it does not happen again.
6. Where appropriate and possible confidentiality for the victim will be observed.
7. All bullying incidents will be handled by the Deputy Principal, to ensure that consequences will be carried out consistently.

CONSEQUENCES

First Incident:

The offender is given a letter to take home stating that they have been actively bullying another person, with a brief explanation of the actual incident. This can be followed up with a phone call. A statement will be included to the effect that this behaviour is not tolerated at Cambridge East School and requesting that parents revisit, with their child, the consequences of a repeat of this behaviour. The offender's parents/caregivers are informed of the situation in writing.

Second Incident:

Parents/Caregivers of the offender are contacted and asked to come to the school for an interview at which the child is present, to discuss their behaviour and reinforce the concept of Zero Tolerance.

Third Incident:

Parents/Caregivers of the offender are contacted and advised that their child has been withdrawn from the classroom and playground **for the remainder of that school day**, to counsel and reinforce Zero Tolerance. Parents/Caregivers will be advised in writing that a repeat offence may result in a stand down or suspension.

Fourth Incident:

A three-day Stand Down or suspension on the basis that repeated re-offending constitutes a safety issue for other children.

It is imperative that all parents/caregivers connected to each incident are kept fully informed, so that they can be confident that the school staff do treat this issue seriously and are doing something about it, and they can in turn do their part, to support us in our efforts to stamp out bullying in our school.

Reviewed by: Hamish Fenemor and Staff

BOT approval: Date:

Date of this Procedure: July 2021

Renewal date: July 2024