



# Lake Boga Educational Hub

*'Be the best that we can be'*



**Principal: Joe Summerhayes**

8 Williams Road, Lake Boga 3584  
5036 9000

lakeboga.vic.gov.au

## **BULLYING/CYBER BULLYING POLICY**

### **Definition:**

Bullying is defined when someone, 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. Cyber bullying is bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as mobile phones, computers and tablets, as well as communication tools including social media sites, text messages, chatrooms and websites.

### **Rationale:**

A positive culture will be developed where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their educational and online environments at all times.

### **Aims:**

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- To alert everyone within our educational hub of the signs and evidence of bullying and cyberbullying, ensuring bullying/cyberbullying is reported to staff whether a person is an observer or a victim.
- To ensure that all reported incidents of bullying/cyberbullying are followed up appropriately.
- To seek parental and peer-group support and co-operation at all times.

### **Implementation:**

- As per The Education Training and Reform ACT (2006) Lake Boga Primary School prevents Corporal Punishment in any form.
- Recognition and knowledge by all, through explicit teaching, that bullying may consist of physical harm, harassment, verbal insults or hurtful remarks, or actions designed to hurt somebody's reputation, social standing or to cause humiliation and may be carried out directly or indirectly, and may include the use of digital technologies such as social network sites, websites or on-line chat rooms.
- A zero tolerance position on bullying/cyberbullying communicated clearly and frequently.
- Our school will combat bullying by providing a safe, secure and stimulating learning environment based on our Kids Matter and E-Smart frameworks.

## **1. Primary Prevention:**

- Professional development for staff relating to all forms of bullying including cyber bullying, harassment and proven counter measures.
- Each teacher to clarify with students the types of bullying, as well as the consequences and impact of bullying.
- Educate the learning community about the seriousness of cyber bullying, its impact on those being bullied, how cyber-bullying occurs and consequences of cyber-bullying.
- The provision of programs that promote inclusiveness, resilience, life and social skills, assertiveness, conflict resolution and problem solving will form an integral part of our curriculum from Foundation to Year 6. In particular, assertiveness training and bystander training that builds skills in children to challenge and/or report unacceptable behaviour will be central to our curriculum.
- Attitudes to school survey for Years 4, 5 & 6 to be administered and responded to annually.
- Bounce Back program implemented throughout the school.
- Anti-bullying messages and posters to be displayed.
- Junior School Council, peer support delegates, staff and students to promote the philosophy of 'No Put Downs'.
- A peer mediation program and roster will support students to get along and resolve differences.
- Firewalls to be installed to eliminate outside traffic into the school's network and intranet.

## **2. Isolated, Infrequent or Less Serious Incidents:**

- All instances of suspected bullying/cyberbullying or inappropriate behaviour must be responded to by staff.
- Parents are encouraged to contact the Principal and or staff if they suspect a bullying or behaviour problem.
- Adults will reinforce with children the importance of appropriately reporting incidents of inappropriate behaviour involving themselves or others, and the imperative that staff respond appropriately and proportionally to each allegation consistent with the Student Engagement and Wellbeing Policy, including the proper reporting and recording of the incident on our school's Sentral portal (secure).
- Parents are to be contacted if their child is alleged to have been bullied or experienced inappropriate behaviour, or if their child appears to have behaved inappropriately or bullied someone else.
- Restorative Practices approach is implemented to repair relationships and the harm that has occurred as a result of bullying/cyberbullying. Appropriate and proportional consequences may include a verbal apology, writing a letter of regret or loss of privileges.
- Public recognition and reward for positive behaviour and resolution of problems will occur as appropriate.

## **3. Repetitive or Serious Incidents:**

- Serious incidents and/or repetitive incidents of bullying/cyberbullying or unacceptable behaviour must be reported and responded to by staff and documented.
- Serious incidents are those that include physical assault, sexual assault and criminal activity involving theft or serious damage of property, serious threats or homophobic bullying and cyber bullying.
- All such incidents or allegations will be properly investigated and documented. Depending upon the nature of each incident, they may also be reported to and investigated by police, reported to the Student Critical Incident Advisory Unit, and/or reported to the Department's Emergency and Security Management Unit.
- The school may contact support professionals such as Welfare officers, Welfare coordinators or Councillors and/or Student Support Officers for assistance and support.
- Students, staff and parents identified by others as bullies will be informed of allegations.
- Both bullies and victims will be offered counselling and support.

- All repetitive or serious incidents must be brought to the attention of the principal class members of the school.
- The most appropriate staff member will contact parents of the targeted child. Principal class members will contact alleged perpetrators unless advised by police or support service officers not to do so.
- Regional office will provide support as appropriate, and the principal will monitor the investigation and review the situation until matters are appropriately resolved.
- Consequences of repetitive or serious incidents may include criminal charges, suspension, expulsion, loss of privileges, counselling, conciliation or any other consequences consistent with the school's Student Engagement and Wellbeing Policy.
- A management strategy for all parties will be developed in consultation with the students and parents involved.
- Parents or community members who bully or harass or abuse staff will be provided with official warnings, and if necessary referred to the police, and/or have Trespass restrictions placed upon them by the principal consistent with the Summary Offences Act.

#### **4. Post Incident:**

It is important that appropriate strategies are put in place after the incident has been resolved for all parties involved. Appropriate strategies may include:-

- Ongoing education of the impacts of bullying/cyberbullying, using our Kidsmatter and E-Smart Frameworks.
- Conciliation meetings between all parties
- Ongoing monitoring of students involved.
- Identification of an agreed key contact staff member for each student involved.
- Follow-up meetings regarding each child's management strategy.
- Ongoing communication with parents.
- Counselling from appropriate agencies of support officers etc for both parties.
- Reinforcement of positive behaviours and appropriate behaviour strategies.

#### **Evaluation:**

This policy will be reviewed as part of the school's three year review cycle.

This policy was last ratified by School Council on....

**July 2019**