



Bullying Prevention Policy



Help for non-English speakers

If you need help to understand the information in this policy please contact Southmoor Primary School on 9555 1235 or southmoor.ps@education.vic.gov.au

PURPOSE

Southmoor Primary School is committed to providing a safe and respectful learning environment where bullying will not be tolerated.

The purpose of this policy is to:

- explain the definition of bullying so that there is shared understanding amongst all members of the Southmoor Primary School community
- make clear that no form of bullying at Southmoor Primary School will be tolerated
- outline the strategies and programs in place at Southmoor Primary School to build a positive school culture and prevent bullying behaviour
- ask that everyone in our school community be alert to signs and evidence of bullying behaviour, and understands the importance of reporting bullying behaviour to school staff
- ensure that all reported incidents of bullying are appropriately investigated and addressed
- ensure that support is provided to students who may be affected by bullying behaviour (including targets, bystanders, witnesses and students engaging in bullying behaviour)
- seek parental and peer group support in addressing and preventing bullying behaviour at Southmoor Primary School.

When responding to bullying behaviour, Southmoor Primary School aims to:

- be proportionate, consistent and responsive
- find a constructive solution for everyone
- stop the bullying from happening again
- restore the relationships between the students involved.

Southmoor Primary School acknowledges that school staff owe a duty of care to students to take reasonable steps to reduce the risk of reasonably foreseeable harm, which can include harm that may be caused by bullying behaviour.

SCOPE

This policy addresses how Southmoor Primary School aims to prevent, address and respond to student bullying behaviour. Southmoor Primary School recognises that there are many other types of inappropriate student behaviours that do not meet the definition of bullying which are also unacceptable at our school. These other inappropriate behaviours will be managed in accordance with our [School Wide Positive Behaviour Framework](#).

This policy applies to all school activities, including camps and excursions. It also applies to bullying behaviour between students that occurs outside of school hours, where the behaviour impacts on student wellbeing and safety at school.

POLICY

Definitions

Bullying

In 2018 the Education Council of the Council of Australian Governments endorsed the following definition of bullying for use by all Australian schools:

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, or perceived 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.

Bullying has three main features:

- It involves a misuse of power in a relationship
- It is ongoing and repeated, and
- It involves behaviours that can cause harm.

There are four main types of bullying behaviour:

- Physical – examples include hitting, pushing, shoving or intimidating or otherwise physically hurting another person, damaging or stealing their belongings. It includes threats of violence.
- Verbal/written – examples include name-calling or insulting someone about an attribute, quality or personal characteristic.
- Social (sometimes called relational or emotional bullying) – examples include deliberately excluding someone, spreading rumours, sharing information that will have a harmful effect on the other person and/or damaging a person's social reputation or social acceptance.
- Cyberbullying – any form of bullying behaviour that occurs online or via a mobile device. It can be verbal or written, and can include threats of violence as well as images, videos and/or audio.

Bullying can be a form of racism, sexism, homophobia, transphobia or other type of social prejudice when the behaviour is targeted at an individual or group because of a personal characteristic, such as race, religion, sex, sexual orientation, gender identity or disability.

For further information about bullying, refer to: [Bully Stoppers \(education.vic.gov.au\)](http://education.vic.gov.au) and the Department's [Bullying Prevention and Response](#) policy on the Policy and Advisory Library.

Other distressing and inappropriate behaviours

Many distressing and inappropriate behaviours may not constitute bullying even though they are unpleasant. Students who are involved in or who witness any distressing and inappropriate behaviours should report their concerns to school staff and our school will follow our School Wide **Positive Behaviour Framework (SWPBS)** and/or this **Bullying Prevention Policy** where the behaviour constitutes bullying.

Mutual conflict involves an argument or disagreement between people with no imbalance of power. In incidents of mutual conflict, generally, both parties are upset and usually both want a resolution to the issue. 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 nastiness or physical aggression are not the same as bullying. However, single episodes of nastiness or physical aggression are not acceptable behaviours at our school and may have serious consequences for students engaging in this behaviour. Southmoor Primary School will use its **Positive Behaviour Model Incident Flowcharts** and **natural consequences** to guide a response to single episodes of nastiness or physical aggression.

Harassment is language or actions that are demeaning, offensive or intimidating to a person. It can take many forms, including sexual harassment and disability harassment.

Discrimination is behaviour that treats someone unfavourably because of a personal characteristic (for example, race, religious belief or activity, disability, sex or intersex status, gender identity or sexual orientation).

Discrimination, harassment, and any other inappropriate behaviour is not tolerated at our school and there may be serious consequences for students engaging in this behaviour. This includes any form of racism, religious or disability discrimination, sexism, homophobia, transphobia, or any other behaviour that targets an individual or group. Further information about discrimination and harassment, including definitions, is set out in our Inclusion and Diversity Policy.

Bullying Prevention

Southmoor Primary School has a number of programs and strategies in place to build a positive and inclusive school culture and relationships to promote wellbeing. We strive to foster a school culture that prevents bullying behaviour by modelling, encouraging and teaching behaviour that demonstrates acceptance, kindness and respect.

Bullying prevention at Southmoor Primary School is proactive and is supported by research that indicates that a whole school, multifaceted approach is the most effect way to prevent and address bullying. At our school:

- We strive to build strong partnerships between the school, families and the broader community that means all members work together to ensure the safety of students.
- We participate in the School Wide Positive Behaviours training, which aims to embed a culture of respect and equality across our school.
- We celebrate the diverse backgrounds of members of our school community and teach multicultural education, including Aboriginal History, to promote mutual respect and social cohesion.
- Teachers are encouraged to incorporate classroom management strategies that discourage bullying and promote positive behaviour.
- In the classroom, our social and emotional learning curriculum teaches students what constitutes bullying and how to respond to bullying behaviour assertively. This promotes resilience, assertiveness, conflict resolution and problem solving.
- We promote upstander behaviour as a way of empowering our students to positively and safely take appropriate action when they see or hear of a peer being bullied.
- Students are encouraged to look out for each other and to talk to teachers and older peers about any bullying they have experienced or witnessed.

For further information about our engagement and wellbeing initiatives, please see our Student Wellbeing and Engagement policy.

Incident Response

Reporting concerns to Southmoor Primary School

Bullying is not tolerated at our school. We ensure bullying behaviour is identified and addressed with appropriate and proportionate consequences. All bullying complaints will be taken seriously and responded to immediately.

Students who may be experiencing bullying behaviour, or students who have witnessed bullying behaviour, are encouraged to report their concerns to school staff or another trusted adult as soon as possible.

Our ability to effectively reduce and eliminate bullying behaviour is greatly affected by students and/or parents and carers reporting concerning behaviour as soon as possible, so that the responses implemented by Southmoor Primary School are timely and appropriate in the circumstances.

We encourage students to speak to their teacher. However, students are welcome to discuss their concerns with any trusted member of staff.

Parents or carers who develop concerns that their child is involved in, or has witnessed bullying behaviour at Southmoor Primary School should contact the Principal on 95551235 or by email jenny.siriopoulos@education.vic.gov.au

Investigations

When notified of alleged bullying behaviour, school staff are required to:

1. record the details of the allegations on COMPASS, and
2. inform relevant staff involved, i.e. the relevant classroom teacher, Assistant Principal, Principal.

The school leadership is responsible for investigating allegations of bullying in a timely and sensitive manner. To appropriately investigate an allegation of bullying, the school leadership may:

- speak to the those involved in the allegations, including the target/s, the students allegedly engaging in bullying behaviour/s and any witnesses to the incidents
- speak to the parent/carer(s) of the students involved
- speak to the teachers of the students involved
- take detailed notes of all discussions for future reference
- obtain written statements from all or any of the above.

All communications with the school leadership in the course of investigating an allegation of bullying will be managed sensitively. Investigations will be completed as quickly as possible to allow for the behaviours to be addressed in a timely manner.

The objective of completing a thorough investigation into the circumstances of alleged bullying behaviour is to determine the nature of the conduct and the students involved. A thorough understanding of the alleged bullying will inform staff about how to most effectively implement an appropriate response to that behaviour.

Incidents will be dealt with as quickly as possible with regular updates to parents, until resolved.

Responses to bullying behaviours

When school leadership has sufficient information to understand the circumstances of the alleged bullying and the students involved, a number of strategies may be implemented to address the behaviour and support affected students in consultation with Year Level co-ordinators, teachers, SSS (Student Support Services- DET), Assistant Principal, Principal, or Department of Education and Training specialist staff.

There are a number of factors that will be considered when determining the most appropriate response to the behaviour. When making a decision about how to respond to bullying behaviour, Southmoor Primary School will consider:

- the age, maturity and individual circumstances of the students involved
- the severity and frequency of the bullying, and the impact it has had on the target student
- whether the student/s engaging in bullying behaviour have displayed similar behaviour before
- whether the bullying took place in a group or one-to-one context
- whether the students engaging in bullying behaviour demonstrates insight or remorse for their behaviour
- the alleged motive of the behaviour.

The school may implement all, or some of the following responses to bullying behaviours:

- Offer wellbeing support, including referral to SSS to:
 - the target student or students
 - the students engaging in the bullying behaviour
 - affected students, including witnesses and/or friends of the target student.
- Facilitate a restorative practice meeting with all or some of the students involved. The objective of restorative practice is to repair relationships that have been damaged by bringing about a sense of remorse and restorative action on the part of the person who has bullied someone and forgiveness by the person who has been bullied.
- Facilitate a mediation between some or all of the students involved to help to encourage students to take responsibility for their behaviour and explore underlying reasons for conflict

or grievance. Mediation is only suitable if all students are involved voluntarily and demonstrate a willingness to engage in the mediation process.

- Facilitate a Student Support Group meeting and/or Behaviour Support Plan for affected students.
- Prepare a Safety Plan or Individual Management Plan restricting contact between target and students engaging in bullying behaviour.
- Provide discussion and/or mentoring for different social and emotional learning competencies of the students involved.
- Monitor the behaviour of the students involved for an appropriate time and take follow up action if necessary.
- Implement cohort, year group, or whole school targeted strategies to reinforce positive behaviours.
- Implement proportionate disciplinary consequences for the students engaging in bullying behaviour, which may include removal of privileges, suspension and/or expulsion consistent with our Student Wellbeing and Engagement policy, the Ministerial Order on Suspensions and Expulsions and any other relevant Department policy.

Southmoor Primary School understands the importance of monitoring and following up on the progress of students who have been involved in or affected by bullying behaviour. Where appropriate, school staff will also endeavour to provide parents and carers with updates on the management of bullying incidents.

School leadership is responsible for maintaining up to date records of the investigation of and responses to bullying behaviour.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes
- Included in our staff handbook/manual
- Discussed at staff briefings/meetings as required
- Included in transition and enrolment packs
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

FURTHER INFORMATION AND RESOURCES

Our school also follows Department of Education and Training policy relating to bullying including:

- [Bullying Prevention and Response](#)
- [Cybersafety and Responsible Use of Digital Technologies](#)
- [Equal Opportunity and Human Rights - Students](#)
- [LGBTIQ Student Support Policy](#)

The following websites and resources provide useful information on prevention and responding to bullying, as well as supporting students who have been the target of bullying behaviours:

- [Bully Stoppers](#)
- [Report racism or religious discrimination in schools](#)

- [Kids Helpline](#)
- [ReachOut Australia](#)
- [Lifeline](#)
- [Bullying. No way!](#)
- [Student Wellbeing Hub](#)
- [eSafety Commissioner](#)
- [Australian Student Wellbeing Framework](#)

EVALUATION

This policy will be reviewed every 2 years, or earlier as required following an incident or analysis of new research or school data relating to bullying, to ensure that the policy remains up to date, practical and effective.

Data to inform this review will be collected through:

- assessment of other school-based data, including the number of reported incidents of bullying in each year group and the effectiveness of the responses implemented
- Attitudes to School Survey
- Parent Opinion Survey

Proposed amendments to this policy will be discussed with school council and Wellbeing committee.

POLICY REVIEW AND APPROVAL

Policy last reviewed	September 2024
Consultation	School Council
Approved by	School Council
Next scheduled review date	September 2026

Links- All links are accessible from the electronic versions on the school website.

Universal Supports: Positive Classroom Management Strategies

Teach

Tell

- Expectation
- Specific skill
- Context
- Rationale

Show

- Non-examples
- Examples

Practise

- Guided
- Independent

Monitor

- Remind
- Supervise
- Feedback

“When teachers know and use positive and preventative management strategies, many of the commonly reported minor classroom behaviors can be avoided.”

BRENDA SCHEUERMANN & JUDY HALL, 2008

1 Classroom Expectations

- Align with school expectations
- Student negotiated
- Clearly posted
- Explicitly taught
- Monitored
- Specifically reinforced

They should be:

- observable
- measurable
- positively stated
- understandable
- always applicable

2 Classroom Procedures and Routines

Procedures are the process for how things are done. When taught to fluency, they help students to form routines to efficiently and smoothly accomplish tasks.

- Classroom attention signal
- Entering/exiting the classroom
- Transitions
- Lining up
- Getting teacher assistance
- Handing out/collecting materials
- Greeting visitors

3 Encouraging Expected Behaviour

To effectively recognise and encourage students when they display expected behaviours and to create a positive school environment where learning flourishes.

1. **Non-contingent attention**
2. **Specific positive feedback**

- Contingent
- Immediate
- Frequently to build behaviour
- Intermittently to maintain behaviour
- Ratio of at least 4:1 positive to corrective feedback

3. **Tangible reinforcement system to build**

- Relatedness
- Competence
- Autonomy

4. **A continuum of reinforcers**

- Frequent
- Intermittent
- Occasional

4 Discouraging Inappropriate Behaviour

A teaching opportunity to clarify and re-teach expectations.

All responses should be:

- consistent
- least intrusive strategy
- specific, yet brief
- quiet and respectful

Indirect – unobtrusive and carried out quickly to minimise disruption to instruction:

- non/minimal verbal cue
- proximity
- ignore

If these do not change behaviour utilise direct instructional approaches:

- **Re-direct:** a brief, clear, private verbal reminder of the expected behaviour. Use classroom/school matrix language.
- **Re-teach:** builds on the re-direct by specifically instructing exactly what should be done.
- **Provide choice:** statement of two alternatives.
- **Student conference:** re-teaching or problem solving.

5 Active Supervision

- Moving
- Scanning
- Interacting

6 Opportunities to Respond

An instructional question, statement or gesture made by the teacher seeking an active response from students.

- Verbal responses
- Non-verbal responses
- Student response systems
- Guided notes
- Wait time

Research shows that students are significantly more likely to be actively engaged when rates of OTR are at a minimum level of three per minute.

7 Activity Sequence and Choice

- **Task interspersal** – use a 1:3 ratio of easier tasks to more difficult tasks.
- **Behavioural momentum** – begin with easier tasks to build momentum for more challenging activities.
- **Academic choice** – activities, materials, who to work with, where they will work and what to do when finished.

8 Task Difficulty

- **Assignment length or time** – offer periodic breaks.
- **Response mode** – provide an alternative.
- **Increased instruction or practise** – provide more teaching or guided practice.

Teacher behaviours that strengthen relationships with students:

- communicating privately, in close proximity with the student
- listening
- eye contact
- pleasant voice tone
- smiles
- friendly gestures, e.g. high five, fist bump
- use of students' names

“Effective classroom management is a key component of effective instruction, regardless of grade level, subject, pedagogy, or curriculum.”

RANDY SPRICK, JIM KNIGHT, WENDY REINKE & TRICIA MCKALE, 2006