**Rationale/Purpose:**
Every person in our school community has the right to feel safe and have a sense of wellbeing and belonging. Our school is committed to providing a safe and secure environment for all students where bullying is not tolerated. We recognise the negative effect that bullying has on the learning environment, student attendance and self esteem. The Principal and staff at Bellbridge Primary School will therefore act swiftly and decisively when they are informed of bullying behaviour.

**Guidelines:**
- Examples of bullying and harassment include but are not limited to:
  - Verbal abuse
  - Physical attacks
  - Social exclusion including ostracism, ignoring, alienating; and
  - Psychological abuse including acts that instil a sense of fear or anxiety
- Bullying is when a person, or a group of people, deliberately and repeatedly upset or hurt another person, their property, reputation or social acceptance.
- Bullying can either be direct or indirect and includes: teasing, name-calling, blaming, sneering, gossiping, excluding, threats, pushing, hitting, punching, kicking, put-downs, joking put-downs, bossing, intimidation and cyber-bullying

**Implementation:**
Bellbridge Primary School will implement the Framework for Student Support Services in Victorian Government Schools by:
- encouraging a climate of cooperation and mutual respect through its leadership, teaching practices and modelling of desired behaviours
- implementing a comprehensive social skills approach which emphasises a ‘no-blame’ restorative justice
- implementing a comprehensive transition program
- ensuring that management practices are consultative, supportive and collaborative
- ensuring the consistent and fair application of school rules and expectations through the School Wide Positive Behaviour Support program

**Intervention & Restoring Wellbeing:**
The school has developed the following protocols to assist in a timely and comprehensive response to reports or observations of unacceptable behaviours.
- The school will keep adequate records of all reported bullying incidents through the incident referral system, both in the classroom and out in the yard
- The school will, where appropriate, work with the parents of the victim/target to assist their child to respond to bullying behaviour in a proactive manner
- The school will protect and support the victim/target of bullying, and will assist the student in order to prevent them from being bullied in the future
• The school will assist the student exhibiting bullying behaviour to change his/her behaviour and will apply fair, reasonable and appropriate consequences that adequately address the behaviour aligned with our SWPBS program

• Further transgressions will require additional counselling with the principal, assistant principal or school counsellor and if necessary further consequences, strategies and/or sanctions

• Resistance to behaviour change and repeated offending will lead to consequences ranging from detention (time out from the class or yard), through to suspension (school based/home based) to expulsion

• The school will work with the parents of the child with the bullying behaviour to establish joint strategies for behaviour modification

This protocol will be reviewed and updated as programs in conflict resolution and assertiveness are incorporated into the school curriculum.

EVALUATION/REVIEW
This policy will be reviewed as part of the school’s three year cycle of review.

Ratified by Bellbridge Primary School Council – June 2015

Principal: Debbie Clancy  School Council President: Ellisa Cole