

1. PHILOSOPHICAL BASIS

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn, and a right to feel safe and secure in their school environment.

2. GUIDELINES

2.1 Parents, teachers, students and the community will be aware of the school's position on bullying as stated above.

2.2 The school will adopt a four-phase approach to bullying.

A. Primary Prevention:

- Professional development for staff as required relating to bullying.
- Community awareness and input relating to bullying, its characteristics and the school's programs and response.
- Provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
- A bullying survey and yard survey will be administered and acted upon as needed.
- Each classroom teacher to clarify at the start of each year the school policy on bullying.
- The curriculum to include anti-bullying messages and strategies. For example, staff and students to promote the philosophy of 'No Put Downs'.

B. Early Intervention:

- Encourage children to report bullying incidences.
- Classroom teachers and Principal on a regular basis remind students and to report incidents of bullying.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems.

C. Intervention:

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
- Students identified by others as bullies will be informed of allegations
- Both bullies and victims will be offered counselling and support through the principles of restorative practices.
- If student bullying persists parents will be contacted and consequences implemented consistent with the school's Student Code of Conduct.

D. Post Violation:

- Consequences for students will be individually based and may involve:-
 - written letter of apology
 - exclusion from class.
 - exclusion from yard.
 - school suspension.
 - withdrawal of privileges.
 - ongoing counselling from appropriate agency for both victim and bully.
- Reinforcement of positive behaviours.
- Classroom meetings.
- Support structures and ongoing monitoring of identified bullies