

Bullying Prevention Policy



Help for non-english speakers

If you need help to understand the information in this policy please contact Kalianna School on 03 5442 1311

Purpose

Kalianna School is dedicated to fostering a safe and respectful learning environment where bullying is not tolerated.

- Define bullying to ensure a shared understanding within the Kalianna School community.
- Declare a zero-tolerance approach towards all forms of bullying.
- Outline strategies and programs implemented at Kalianna School to cultivate a positive school culture and prevent bullying behaviour.
- Encourage all members of our school community to be vigilant about identifying and reporting bullying behaviour to school staff.
- Ensure appropriate investigation and addressing of reported incidents of bullying.
- Provide support to students affected by bullying, including targets, bystanders, and students engaging in bullying behavior.
- Seek parental and peer group cooperation in preventing and addressing bullying at Kalianna School.

Scope

This policy addresses how Kalianna School aims to prevent, address, and respond to student bullying behaviour.

This policy applies to all school activities, including camps and excursions, and covers bullying behaviour between students, even if occurring outside school hours, if it impacts student wellbeing and safety at school.

Policy

Definitions

Bullying:



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 may involve an individual or a group exerting their power, or perceived power, over one or more persons who feel unable to stop it from happening.

There are four main types of bullying behaviour:

1. Physical – Includes hitting, pushing, shoving, intimidating, or otherwise physically harming someone, along with threats of violence.
2. Verbal/Written – Involves name-calling, insults, or derogatory comments targeting an attribute, quality, or personal characteristic.
3. Social – Includes deliberate exclusion, spreading rumors, damaging social reputation, or causing harm to someone's social acceptance.
4. Cyberbullying – Any form of bullying that occurs online or via digital platforms, including threats, images, videos, and/or audio.

Bullying can have immediate, medium, and long-term effects on all parties involved, including bystanders. Single incidents or conflicts between equals are not considered bullying.

Bullying Prevention

Kalianna School employs various proactive strategies to foster a positive and inclusive school culture, which helps prevent bullying. These strategies include:

- Implementing evidence-based programs from the Schools Mental Health Menu to prevent and address bullying, while building an inclusive school climate.
- Forging strong partnerships among the school, families, and the community to ensure student safety.
- Participating in initiatives like Respectful Relationships, promoting respect and equality across our school.
- Celebrating diverse backgrounds and teaching multicultural education to encourage mutual respect and social cohesion.
- Participating in the Safe Schools program to foster a safe and inclusive environment for LGBTIQ+ students.
- Encouraging classroom management strategies that discourage bullying and promote positive behaviour.
- Conducting year-level incursions and programs to raise awareness about bullying and its impacts.

- Delivering social and emotional learning curriculum to educate students on bullying and assertive responses.
- Promoting upstander behaviour, empowering students to take appropriate action when witnessing bullying.
- Facilitating programs like Peer Support and Peer Mediation to promote positive relationships and conflict resolution.
- Encouraging students to communicate with teachers and peers about any bullying they experience or witness.
- Participating in the National Day of Action against Bullying and Violence.
- Incident Response

Kalianna School maintains a no-tolerance approach towards bullying. Reported bullying incidents are taken seriously and handled sensitively. The response includes:

- Providing wellbeing support to the target student, students engaging in bullying, and affected students, including witnesses and friends.
- Facilitating restorative practice meetings to repair relationships and foster remorse and restorative action.
- Conducting mediation or Support Group Method sessions to encourage responsibility and explore underlying reasons for conflict.
- Implementing individual management plans or safety plans to restrict contact between involved students.
- Offering discussions and mentoring for social and emotional learning competencies, resilience programs, and student welfare support.
- Monitoring students' behaviour and taking follow-up actions as needed.
- Engaging in school-wide positive behaviour support, such as Respectful Relationships and other programs.
- Implementing proportionate disciplinary consequences consistent with the Student Wellbeing and Engagement Policy and relevant Department policies.
- Maintaining thorough records of investigations and responses to bullying incidents.

Kalianna School understands the importance of monitoring students affected by bullying and providing updates to parents or carers on incident management.

For more information and resources

<https://www2.education.vic.gov.au/pal/bullying-prevention-response/policy>

Policy review and approval

Policy last reviewed	August 2023
Approved by	Principal
Next scheduled review date	August 2025

