Definition of Bullying

“Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that cause distress, hurt or undue pressure. Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination, intimidation and victimisation of others.”

Anti-Bullying Plan for schools, Student Welfare Directorate 2007

Bullying behaviour can be:

- **Verbal** eg name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **Physical** eg hitting, punching, kicking, scratching, tripping, spitting
- **Social** eg ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **Psychological** eg spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones

Goulburn East Public School Statement

At Goulburn East Public School we recognise that:

- Schools exist in a society where intimidation and harassment occur. Bullying must be taken seriously and is not acceptable in any form
- Students have the right to expect that they will spend the school day free from fear of bullying, harassment and intimidation
- Bullying devalues, isolates and frightens. It affects an individual's ability to achieve and has long-term effects on those engaging in bullying behaviour, those who are the subjects of bullying behaviour and the onlookers or bystanders
- Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to address bullying

School Programs

At Goulburn East Public School we implement a number of programs that help address problems with bullying:

- Peer Support
- Child Protection
- K-6 PD/Health staged Units of Work (taught by Mr Darcey)
- Anti-Racism Program
- Discipline Policy
- Student Welfare and Scripture programs
Managing Bullying: Procedures and Standards

When bullying is reported, the teacher will investigate and upon determining bullying has taken place:

**Phase 1**

Counsel those who have been bullying (the bully) in line with the school’s code of conduct and whole school rules.

If the bully/ies have difficulty complying with any of the school rules, counselling will take place by asking the following questions:

- What do you want?
- What are you doing?
- Is it helping?
- What else can you do?

After the student/s accepts responsibility for their bullying behaviour, they will be given the opportunity to clean up, so they can move on. Cleaning up involves recognising the impact of their bullying behaviour and talking to (and/or apologising) to the victim of their bullying and/or making amends in other ways that may be appropriate. It also involves a commitment to future behaviour and developing positive relationships.

Note: Reports of Bullying are to be reported to the relevant class teacher/s immediately and conveyed to other members of staff at the next staff meeting.
Reports of bullying are to be part of the weekly Staff Meeting agenda.

**Phase 2**

Upon notification of continuing bullying, the teaching staff will meet with the perpetrator/s and the victim for a further counselling session as per Phase 1.

**Parents will be informed of the meeting (see appendix) and its outcome and/or they may be called to attend the meeting.**

**Phase 3**

Upon notification of sustained bullying, the relevant teaching staff and principal will meet with the perpetrator/s in a formal setting. The definition of bullying will be read after hand-out notes about bullying are distributed for everyone to read. Students will talk about the links between their behaviour and the handout notes. A commitment to the student/group about future behaviour will be made to the group, with students declaring their intentions for future behaviour towards the student/s who are victims. This commitment will be recorded in writing and filed in Principal’s behaviour folder.
A notification to parents of the student’s involvement will be sent home (see appendix).

**Phase 4**

If bullying behaviour persists a meeting with parents to discuss further action will be held and further action will be taken via the School Counsellor, the School Learning and Support Teacher, school principal and relevant Departmental staff. This meeting will be run in consultation with the NSW DEC Guidelines for Suspension and Expulsion policy.

*Bede Darcey (Principal) & Goulburn East Public School Teaching Staff,
July 2012*
PARENTAL NOTIFICATION OF CONTINUAL BULLYING

Dear

This letter is to inform you of a recent meeting held with …………………………………………….. at our school in regards to reports of bullying.

Your child attended this meeting on …………………………………………………………………………………………………………

At the meeting we looked at a definition of bullying and other issues relating to bullying;

We agreed that bullying is:
“intentional, repeated behaviour by an individual or group of individuals that cause distress, hurt or undue pressure. Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination, intimidation and victimisation of others.”

Anti-Bullying Plan for schools, Student Welfare Directorate 2007

………………….. agreed that bullying had been taking place and they could identify specific behaviours that they had engaged in that could be deemed bullying. They also agreed that this was not the type of behaviour they were proud of or the type of behaviour we wanted in our school.

After discussing the impact that bullying behaviour can have, the students agreed to change their behaviour in the future by:

• Having a better attitude towards being nice to other people
• Being more friendly towards everyone at our school
• Being nice to other people
• Being more thoughtful about the impact their behaviour has upon other students

……………………….. has been informed that if the inappropriate behaviour was to continue, a formal meeting would be called with you, the school counsellor and relevant NSWDEC support personnel and myself to discuss the processes of suspension.

I would like to discuss this matter further with you. Please contact the school office as early as possible to arrange an appointment.

With regards,

Bede Darcey
Principal
xx. xx. 2012