

Bullying Policy

A person is bullied when they are exposed regularly and over time to negative actions on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. They can operate alone or as a group.

Rationale:

- The College 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 or to teach, and a right to feel safe and secure in the College environment.

Aims:

- To reinforce within the College community that no form of bullying is acceptable.
- Everyone within the College community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether an observer or victim.
- To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.
- To seek parental and peer-group support and co-operation at all times.

Implementation:

A. As Primary Prevention Swan Hill College will:

- Provide programs that promote resilience, life skills and protective factors.
- Ensure surveys of student opinions on bullying are conducted regularly.
- Expect each classroom teacher to clarify at the start of each year the College policy on bullying.
- Expect Staff and students to promote the philosophy of 'No Put Downs'.

B. For Early Intervention Swan Hill College will:

- Train staff to facilitate 'Restorative Practices' across the College.
- Remind students to report incidents, and that reporting bullying is not dobbing.
- Encourage parents to contact the College if they become aware of a problem.

C. Intervention Strategies will include:

- Those identified through Bullying or other student surveys will be counselled.
- Once identified all parties will be spoken with, and all incidents fully investigated and documented.
- Both bully and victim offered counselling and support.
- If bullying is ongoing, parents are contacted and consequences implemented consistent with the College Student Code of Conduct.
- Ongoing monitoring of identified bullies.

D. Post Violation Consequences may involve:

- Involvement in Restorative Practices conferences.
- Withdrawal of privileges.
- Exclusion from class or from the yard.
- Suspension or in extreme cases expulsion.
- Ongoing counselling from an appropriate agency for both victim and bully.