**BLYTH PRIMARY SCHOOL**

**ANTI BULLYING POLICY**

**Definition of Bullying:**
Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies. Conflict or fights between equals and single incidents are not regarded as bullying.

**Rationale:**
- Bullying in any form or for any reason can have long-term effects on those involved, including bystanders

**Aims:**
- To provide an enjoyable, harmonious school environment in which everyone is supported, safe and included
- To ensure that the DECD School Discipline Policy and Blyth Primary School Code of Conduct are maintained at all times.

**Implementation:**
- All members of the school community share a responsibility to ensure our school environment is free from bullying.
- The caregivers of students who have been victims of bullying will be notified, as will the caregivers of perpetrators of bullying
- All staff have a responsibility to ensure their own behaviour does not constitute or foster bullying, and will be involved in professional development to understand and eliminate bullying.
- All staff will be provided with a copy of Safer DECD Schools and Cyber safety: Keeping children safe in a connected world.
- All caregivers and students will be provided with pamphlets which explain what bullying is and provide strategies for eliminating it.
- All staff will undertake Responding to abuse and neglect: Education and care training.
- All teachers will teach The Keeping Safe child protection curriculum at an age and developmentally appropriate level for their students
- Each year students will acknowledge/agree to the school’s Code of Conduct
- Every two years, students will undertake a comprehensive survey to determine if, where and how bullying occurs within the school community
- From time to time, as they become available, caregivers will be provided with anti-bullying resources published by reputable authorities
- Staff and students will sign internet user agreements prior to using web-based technologies in the course of their work and study
- All teachers (including relief teachers) will be provided with flow charts to assist them in determining action with respect to bullying and cyber-bullying
- All members of the school community will be given a copy of the school’s Grievance procedure and caregivers will be given a copy of the school’s Parent Complaints pamphlet.
- Information and resources regarding the school’s anti-bullying policy will be posted to the school’s website

**Evaluation:**
- This policy will be reviewed every year.

This policy was ratified by Governing Council on 23rd July 2012
Cyber – Safety Guidelines to assist in decision making

A cyber-safety incident has occurred. (This could occur on or off-site and/or out of school hours.)

Yes

Is this a suspected e-crime?
An e-crime can include sexting, using someone else’s electronic account to send abusive comments (impersonation), intimidation/blackmail, offensive and/or untrue material about a person is (defamation), harassment (sexual and racial), transmitting suicide-related material, uploading images of an assault onto social networking sites or making a threat.

Yes

- Contact SAPOL – 131 444 and follow their advice.
- Document actions.
- Contact Regional Office & School Care 8463 6564.
- If an electronic device is involved (e.g. mobile phone, iPad), confiscate or keep the evidence and secure to provide it to the SAPOL investigating officer. Do not open and view any evidence on an electronic device as this may compromise the investigation.
- Give any further investigation of the e-crime, proceed with behaviour management processes (suspension or exclusions under Regulation 41.1.c.)
- Complete and forward Critical Incident Report.

No

And/or is this a suspected child protection issue?

Yes

- Contact Child Abuse Report Line (CARL) 13 13 78 and where appropriate, Regional Office and submit a Critical Incident Report (IRMS).

No

Is the incident a breach of DECS ICT security?

Yes

- Report incident without specific details to DECS Customer Support Centre 8204 1866 (Metro) or 1300 363 227 (Country).
- Do not divulge specific information until contacted by ICT Security Team leader or their delegate and follow their instructions.
- All incidents and matters must remain confidential.

No

Does the incident affect the wellbeing of a student or teacher and require a suspension or exclusion under Regulation 41.1.b?  

Yes

- As part of the suspension or exclusion conference, where the police are not involved, include negotiation to permanently remove materials to ensure a feeling of safety for the person who was harassed/bullied.
- In the event that the student and his/her family refuse to cooperate in the removal of images, seek advice from DECS Legislative and Legal unit 8226 1555 and/or advise student/parents seeking the removal of images to use the complaint processes of the social networking services.

No

Implement other site-based behaviour management process.

Review site-based policies and processes including implementation of the Keeping Safe child protection curriculum.

Incident resolved

All site-based policies and procedures reviewed at least every two (2) years.

Regional Offices together with School Care can provide additional support if required.
**Guidelines to assist in decision making**

- **Is this a suspected criminal act?**
  - violence
  - property damage
  - e-crime

  **Yes**
  - Contact SAPOL – 131 444 and follow their advice. Document actions.
  - Contact Regional Office & School Care 8463 6564.
  - If an electronic device is involved (e.g. mobile phone, iPad), confiscate or keep the evidence and secure to provide it to the SAPOL investigating officer. Do not open and view any evidence on an electronic device as this may compromise the investigation.
  - Cease any further investigation of the e-crime, proceed with behaviour management processes (suspension or exclusions under Regulation 41.1.c.)
  - Complete and forward Critical Incident Report.

  **N**

- **And/or is this a suspected child protection issue?**

  **Yes**
  - Contact Child Abuse Report Line (CARL) 13 13 78 and where appropriate, Regional Office and submit a Critical Incident Report (IRMS).

  **N**

- **Does the incident affect the wellbeing of a student or teacher and require a suspension or exclusion?**

  **Yes**
  - As part of the suspension or exclusion conference, where the police are not involved, prepare a Student Development Plan.
  - In the event that the student and his/her family refuse to cooperate, seek advice from DECS Legislative and Legal unit 8226 1555.

  **N**

- **Implement other site-based Behaviour Management policies**

- **Incident resolved**

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- Review site-based policies
  - All site-based policies and procedures reviewed every two years
  - Behaviour Management and Anti-Bullying policies reviewed and updates annually

- Monitoring of site documents to identify places, situations, people that are always involved

- If Police do not proceed because it is not a crime, implement site based student behaviour management process.