

Bullying Policy

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Associated Documents Behaviour Management Policy		

INTRODUCTION/POLICY STATEMENT

OneSchool is an organisation that is determined to a safe and welcoming place for all students. Bullying behaviour and conflict can be found in every school. Learning how to deal with conflict is a natural and inevitable part of the social learning of every child. As they are immature, children may, from time to time, use inappropriate means of resolving conflict, sometimes through actions which are physically or emotionally abusive. It is important that we as a school community recognise the extent and impact of this form of behaviour and that we take steps to stop it happening. Our continuous endeavour is to strive for a positive and safe school environment which is free of bullying.

PURPOSE

1. To maintain a bully-free and safe school environment.
2. To maintain and enhance school-wide intolerance towards aggressive behaviour.
3. To provide students with appropriate resilience and skills to resist aggression by others.
4. To create procedures for the recovery of the self-esteem of the victims of bullying and for the behavioural modification of students who exhibit bullying behaviours.
5. To work in partnership with the parents of the students directly involved.

This policy clarifies the school's stance on bullying and outlines how it will be dealt with.

DEFINITIONS

Term	Definition
Bullying	Bullying is a behaviour which is: <ul style="list-style-type: none"> • Deliberate • Hurtful • Repeated • Targeted (at an individual or small group) Bullying can take a number of forms: <ul style="list-style-type: none"> • Physical: hitting, kicking, theft or interference with possessions • Verbal: name-calling, put-downs, racist remarks, texts, emails, etc • Indirect or emotional: exclusion from games or groups, ostracism, etc • Cyber bullying including social media posts, texts and emails

PROCEDURES

In most instances, intervention by staff will result in an immediate stop to bullying behaviour, a positive outcome for the victim of bullying and recovery of normal relationships over time. Where a pupil engages in repeated bullying behaviour, the response and consequences will need to become increasingly focussed.

On-going bullying issues at OSG will not be tolerated and are to be dealt with. The following principles apply in dealing with bullying:

- All areas of the school will teach, and model appropriate behaviours and the strategies/skills involved in conflict-resolution, positive assertiveness and intolerance of inappropriate aggression.
- Programmes will be targeted to assist the following groups:
 1. Bullies – those who engage in bullying behaviour. Programmes will teach students how to channel emotions appropriately, to empathise with other viewpoints, social skills and anger management.
 2. Neutrals – those who might otherwise not intervene where bullying is taking place. Programmes will teach students leadership, why and how to intervene appropriately when bullying or aggression takes place, how to make friends, tolerance, how and when to “tell”.
 3. Victims – those whose personality, social skills, social status and passivity make them likely to be targets for aggressive behaviour.
- Every reported incident of bullying will be investigated sympathetically, viewed as serious and where confirmed, will be reported to the appropriate Campus Principal / Head of Campus.
- The victim will be treated with empathy while the extent of the bullying is being investigated and, where appropriate, will be given suitable protection from retaliation. The parents of the students directly involved will be informed of any actions taken.
- Appropriate action will be taken with any pupil found to be deliberately bullying another pupil to change this behaviour.
- Interventions when conflict (not bullying) has occurred should follow a restorative approach.
- Bullying issues will be investigated fully and will lead to appropriate disciplinary action if confirmed.
- The involvement of parents will be features of remedial action in instances of bullying.
- Recognition that the actions of the bullying child may in turn be a response by that child to emotional pressures in his/her environment will be part of the response by staff.
- Following appropriate action by staff, the victim of bullying will be monitored on an on-going basis to ensure that the bullying has ceased.

REPORT OF BULLYING

Each region will develop a reporting system that allows students and parents to report instances of bullying (including the ability to report anonymously).

The security of this information is vital, with only the Regional Principal and COO receiving the notification. The COO and Regional Principal will use their discretion in dealing with individual cases and ensuring that the appropriate professional and support staff are included in the resolution of the bullying.

In all cases the approach used must be one that is a joint approach of both the community and the professional staff. The community often has knowledge that is vital to a successful outcome and must be involved at an appropriate level. Any follow up under this policy without breaching any requested confidentiality.

It is expected that bullying notifications will be followed up within 48 hours of a notification being received. A record of follow up will be provided to the COO.

VERSION CONTROL

Policy Code	Date	Version No.	Nature of Change
POL_OSG_TL_Bullying Policy.v.1.0	01 June 2019	1.0	Initial Policy
POL_OSG_TL_Bullying Policy.v.1.2	01 October 2019	1.2	Policy Modifications