
ANTI-BULLYING POLICY

Introduction

Byron Community Primary School (BCPS) is committed to providing a safe and caring environment that fosters respect for others and does not tolerate bullying. Our Student Behaviour Management Policy and Anti-Bullying Policies are based on a balance of rights and responsibilities and are to be read in conjunction with each other.

Who does this policy apply to?

This policy applies to all employees, contractors and volunteers engaged by the School and applies to behavior:

- a) In the workplace, including while working outside normal working hours;
- b) While undertaking work activities including interaction with parent(s) or guardian(s) or other third parties and while working away from the School (eg. School trips or sport activities); and
- c) At work-related events (eg. Conference and social functions).

All members of the BCPS community have the right to a learning and work environment free from intimidation, humiliation and hurt and shares a responsibility to foster, promote and restore positive relationships.

Definition of Bullying

- Bullying is an ongoing act of aggression causing embarrassment, pain or discomfort to another.
- Elements of bullying include – wanting to hurt someone, acting on this desire, the action is hurtful, an imbalance of power, no reason for the action, is persistent and the bully gets pleasure from hurting the victim.
- Individuals or groups may be involved.

Bullying behaviour is not:

- Students not getting along well.
- A situation of mutual conflict.
- Single episodes of nastiness or random acts of aggression or intimidation.

Bullying can take many forms. We consider the following behaviours to be bullying:

Physical

- Hitting, kicking, punching.
- Pushing, shoving, spitting.
- Making rude gestures.
- Taking or damaging something which belongs to someone else.
- Forcing others to hand over food, money or something which belongs to them.
- Making someone do something they don't want to.

Verbal

- Name calling.
- Teasing.
- Threatening.
- Making fun of someone because of their appearance, physical characteristics or cultural background.
- Making fun of someone's actions
- Making fun of people's sporting/music/academic capabilities.