



Anti—bullying policy

At Mount Compass Area School we want all students to feel safe.

We take bullying and harassment seriously. This policy explains what bullying is, how you can report it and together what we will do to stop it happening.

At Mount Compass Area School we believe that:

- Everyone has the right to feel safe and be safe at school.
- Everyone has the responsibility to act fairly, safely and thoughtfully.

If you would like further information about bullying or you would like to know anything else about our school, please contact us

Telephone: 85568219

Definition of Bullying and Harassment

Bullying and harassment are deliberate and repeated actions towards others which involve the misuse of power.

Bullying is:

- Any behaviour that is, or perceived to be, deliberately intended to be hurtful, insulting, humiliating.

It can be:

- **physical** eg spitting, hitting, kicking
- **verbal** eg name calling, teasing, mimicking
- **psychological** eg rumours, excluding, ignoring
- **discriminatory behaviour**
- It usually happens **repeatedly**
- It makes people feel small, helpless and weak because the bully is in a position of power.

How can a student help prevent bullying?

- Be respectful to others– value diversity
- Speak and act confidently
- Speak out against bullying whenever you see it happening
- Play with a group and include others
- Avoid people who use bullying behaviours

What can students do if bullying occurs?

- Speak confidently. Tell the person involved to stop
- Ignore
- Walk away confidently
- Tell someone who can help
- Keep telling until it stops
- If you observe others bullying someone ask them to stop.

What we do at Mount Compass Area School to reduce bullying:

- Create a supportive, learning environment where bullying is less likely to occur
- Actively discourage bullying behaviour
- Provide support and advice
- Include social and friendship skills and anti-bullying programs in their class curriculum

When children report bullying, staff will;

- Respond to all reports of bullying by speaking with the person who has been bullied and the person who has bullied others.
- Use consequences that are educative and restorative
- Apply consequences in the yard which may include time out from play, restricted play, office time out with counselling at each step.
- Document incidents of bullying & harassment

Bullying is not:

- A genuinely accidental bump that may happen in a game
- An occasional conflict with friends

Bullying and Harassment Grievance Process

Step 1

Bullied/Harassed person/ reporter discusses issue with preferred teacher or person and is supported in seeking own solution. An apology made. Diary note or phone call

Step 2

Bullied/Harassed person/ reporter makes complaint to preferred teacher or person. Investigation. Phone call/ meeting with parents.

Step 3

Investigation. Students involved are counselled; action is taken to resolve issues. Parents are informed in writing via letter, an apology made/ restoration, 1/2 day internal suspension

Step 4

Formal consequences. External suspension

Step 5

If bullying continues at this level it is dealt with in accordance with DECS policy on School Discipline which may lead to Exclusion or Expulsion