

ITALIAN BILINGUAL SCHOOL

ANTI-BULLYING POLICY PREVENTION AND RESPONSE

Updated: 2020
For review: 2024



Anti-Bullying Policy Prevention and Response

1.0 Rationale

The Italian Bilingual School is committed to providing a safe and caring environment which fosters respect for others and does not tolerate bullying. The Anti-Bullying Policy is part of the School's broader Welfare and Discipline Policy.

The Italian Bilingual School rejects all forms of bullying behaviour including online (or cyber) bullying.

The School believes that to be inviting, inclusive and just is to ensure that we work to promote the common good in our school and the wider community.

We will be inviting, inclusive and just by:

- embracing the diversity of people and cultures
- promoting collaborative practice
- encouraging staff to strive for growth
- providing staff with access to appropriate, growth-promoting development opportunities.

All children and young people have a right to an education that is free from discrimination, harassment and bullying. Students who are the targets of persistent bullying can suffer long-term psychological, social and developmental damage that can continue into their adult years.

Violence, bullying and harassment affect everyone, not just the targets of bullies and the perpetrators themselves. It also affects those who witness the violence and aggression that is often associated with bullying and the distress and powerlessness of the victim or victims. Bullying behaviours can have a profound long-term effect on the culture of a school.

Bullying is defined as repeated psychological or physical oppression of a less powerful person or group of persons by a more powerful person or group of persons (Rigby, 1996) that creates a risk to mental and physical health and safety. Bullying is ongoing in nature and the bully is encouraged by another's pain, distress, fear and humiliation. Bullying may manifest itself in the form of emotional, social, verbal and/or physical incidents, all of which will cause distress.



2.0 Aims

- To create an environment where everyone is equal regardless of his or her differences.
- To create an environment where all members are safe and feel they belong to the community.
- To develop an ownership of the policy by all members of the community.
- To develop a sense of responsibility amongst the community for their actions.
- To provide consistent guidelines for the members to follow if rules are not kept and what are the appropriate consequences.
- To develop the idea of fair play and good sportsmanship that will continue in adult life.
- To fully inform parents of their child's behaviour so as to ensure growth and learning for all involved.

3.0 Implementation

Definition

Bullying is defined as hurting, tormenting, humiliating another person who is less powerful, either physically or psychologically.

Bullying can be considered illegal if it involves behaviours that include physical violence, threats, damaging property or stalking.

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

Physical: hitting; pushing; tripping; kicking; spitting on others.

Verbal: teasing; using offensive names; yelling or screaming abuse; constant criticism of a person; inappropriate comments about a person's appearance.

Non-verbal: writing offensive notes, in any medium; graffiti about others; rude gestures.

Cyber-Bullying: inappropriate use of information technologies, such as using email, websites or text messaging to hurt others; using the internet or mobile phones to spread rumours or misinformation; unauthorised use of camera phones to cause harm to others.

Psychological: spreading rumours; hiding or damaging possessions.

Social-Emotional: deliberately excluding others from a group; refusing to sit next to someone; overtly encouraging other people to actively ignore or avoid person.

Extortion: threatening to take someone's possession, food or money.

Property: stealing, hiding, damaging or destroying property.



Strategies we will use to deal with bullying

At our school we have an anti-bullying policy in place to deal with bullying promptly and effectively by involving mediation, disciplinary action, warnings, social skills programs, counselling and parental involvement.

Bullying cannot be stopped by parents, students or teachers acting alone. We must all work together.

At the Italian Bilingual School we will:

- Talk openly about bullying, what it is, how it affects us and what we can do about it.
- Teach our children skills to build their self-esteem and enable them to take responsibility for themselves – and give them opportunities to practice these skills.

Responsibilities of staff

- To model appropriate behaviour at all times.
- To deal with reported and observed incidences of bullying as set out in this policy.
- To ensure that students are supervised at all times.
- To report incidences of bullying to the Principal as and when warranted.

Responsibilities of students

- To 'tell' a member of staff if they feel they are being bullied or see someone else being bullied.
- To help someone who is being bullied.
- To not bully others.

Responsibilities of parents

- To watch for signs that their child may be being bullied.
- To speak to someone on staff at the Italian Bilingual School if they know or suspect that their child is being bullied.
- To instruct their child to 'tell' a member of staff if they are being bullied.

Procedures

Reporting of bullying

Incidences of bullying should be reported to any teacher or the Principal by children and their parents. Any bullying incidences that are dealt with will be recorded and this record will be referred to in evaluating the effectiveness of the whole school anti-bullying program. The records will be duly disposed of when they are no longer deemed relevant.

Confidentiality

The individual student's right to privacy will always be respected. A student's name will only be disclosed to staff on a need-to-know basis. Students will not be individually identified to other parents or members of the school community, whether directly involved or not.

If your child is being bullied



Tell your child that:

- It is not his or her fault
- He or she has the right to feel safe and happy
- He or she has the right not to be bullied
- It is all right to walk away
- It can be stopped
- It is all right to tell the school staff
- By acting on the bullying you are also protecting other students from the bully.

Responsibilities and delegations

Teachers:

- support the school in maintaining a safe, inclusive and supportive learning environment
- model and promote appropriate relationships and behaviours
- promote a school culture where bullying is not acceptable
- teach students to identify, report and respond to bullying at school and online
- manage reports of bullying and escalate matters to the principal (or delegate) when necessary.

Non-teaching staff:

- refer any report of bullying to a teacher or school executive staff.
- Principals (or their delegate):
- complete and implement the Anti-bullying Plan for their school
- maintain a positive school climate that includes respectful relationships
- identify patterns of bullying behaviour and initiate school action to respond
- manage complaints about bullying in accordance with the Complaints Handling Policy.

Directors, educational leadership:

- manage complaints about how a school has responded to a report of bullying in accordance with the Complaints Handling Policy
- where required, assist schools to implement the Anti-bullying Plan, to best meet the needs of the school community

What will the School do if bullying is reported?

- Assure the child that the problem can be solved and then provide ongoing support
- Investigate the problems raised
- Treat everyone involved with fairness
- Take action that is appropriate to the particular circumstances – this may be:
 - Mediation
 - Disciplinary action
 - Warnings
 - Social skills program
 - Counselling



Parental involvement

Follow up after bullying incidents have been resolved.

When a bullying incident is reported or otherwise observed, we will use the following graded sanctions:

- Send the children involved to peer mediation (this would begin to take place in the middle to upper primary years, not infants grades)
- If mediation is unsuccessful, a member of staff will speak individually with the children involved about the incident and explain the inappropriateness of the behaviour.
- The member of staff will provide support to the victim.
- The member of staff will warn the perpetrator of the consequences of further incidences.
- The member of staff will inform other members of staff and record details.
- The member of staff will monitor the behaviour of the children involved following this discussion; find opportunities to praise the perpetrator for improvement in behaviour/attitude and reward them for doing something right.
- If the incident is repeated, separate the perpetrator for 'time out', explaining the rights and responsibilities of belonging to a group and interacting with others.
- If a student continues to bully, make an appointment to speak to the primary caregiver. Remind them of the policy and ask for their cooperation in stopping the bullying behaviour.
- If the above sanctions do not prove to be effective the student may be excluded either from playground activities, or in more serious cases, from school for a brief period of time.

Evaluating the School's anti-bullying educational program

The School's anti-bullying educational program will be evaluated by:

- noting if there has been a reduction in reported or observed incidences of bullying;
- noting if there has been a change in the awareness and understanding of bullying behaviour and willingness of students to report incidences.
- speaking to parents who have reported incidences to find out if the problem has been resolved.

We will review the program at the beginning of each school year by:

- Reminding students and teachers of the IBS Anti-Bullying Policy.
- Providing a copy of the IBS Anti-Bullying Policy to primary caregivers on request.
- Revising classroom activities on bullying.

4.0 Review

This policy will be reviewed according to the Co.As.It. Records Management Policy.

Related Policies	
<ul style="list-style-type: none"> • Student Welfare and Discipline Policy and Procedures 	
Related Forms	
<ul style="list-style-type: none"> • Behaviour Notification Form 	
Prepared by: Valeria De Fina	Date: February 2003
Reviewed by: IBS Advisory Board	Date: April 2003
Reviewed by: IBS Advisory Board	Date: October 2005
Reviewed by: Glenda Fegent and Michelle Krikstolaitis	Date: April 2007
Reviewed by: Robert Ruggeri, Kim Irvine and Anna Formosa	Date: December 2009
Reviewed by: Colin May, Silvia Onorati, Lorenna Milano	Date: March 2015
Reviewed by: Giuseppina Pappalardo and Sara Villella	Date: March 2020
Approved by CEO as delegate for the Co.As.It. Board on: April 2020	
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