



No Bullying Policy

This policy sets out the requirements for preventing and responding to student bullying in Kindlehill Steiner School.

Objectives - Policy statement

Bullying: Kindness and Respect.

Kindlehill Steiner School works from kindness and respect as underlying values, and builds skills (in age-appropriate ways) in conflict resolution, self-efficacy, self-regulation, self-awareness and wellbeing.

Kindlehill Steiner School has **no tolerance for bullying**. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environment of the School.

Audience and applicability

The policy applies to all student bullying behaviour, including cyberbullying, that occurs in School, and off-school premises and outside of school hours where there is a clear and close relationship between the School and the conduct of the student.

Context

1. Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender. Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Conflict, teasing or fights between equals or single incidents are not defined as bullying. However, the child or young person's perception of "feeling bullied" in such a case, is taken into account on responding to the incident.

2. Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour in learning and working environments is a shared responsibility of all staff, students, parents, caregivers and members of the wider school community.
3. All members of the School community and especially teachers, contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.
4. The Positive Behaviour Policy establishes the standard approach to resolving complaints, including complaints about the way a reported incident of bullying has been managed.



Responsibilities and delegations

College of Teachers

The College of Teachers, which consists of the Principal, High School Coordinator and all full-time class teachers from Kindergarten to Class 6, ensures that the School implements an effective environment that is specifically anti-bullying and that fosters a climate of cooperation and kindness, and values of respect, tolerance and responsibility throughout the School.

This includes strategies for:

1. Developing a shared understanding of bullying behaviour that captures all forms of bullying including cyberbullying.
2. Developing a framework that outlines individual and shared responsibilities of students, parents, caregivers and teachers for preventing and responding to bullying behaviour.
3. Maintaining a positive climate of respectful relationships where bullying is less likely to occur.
4. Developing and implementing age-appropriate programs for bullying prevention.
5. Embedding anti-bullying messages into each curriculum area and in every year.
6. Developing and implementing early intervention support for students who are identified by the school as being at risk of developing long-term difficulties with social relationships.
7. Developing and implementing early intervention support for those students who are identified at or after enrolment as having previously experienced bullying or engaged in bullying behaviour.
8. Empowering the whole school community to recognise and respond appropriately to bullying, harassment and victimisation and behave as responsible bystanders.
9. Developing and publicising clear procedures for reporting incidents of bullying to the school.
10. Responding to incidents of bullying that have been reported to the school quickly and effectively.
11. Matching a planned combination of interventions to the particular incident of bullying.
12. Providing support to any student who has been affected by, engaged in or witnessed bullying behaviour.
13. Providing regular updates, within the bounds of privacy legislation, to parents or caregivers about the management of the incidents.
14. Identifying patterns of bullying behaviour and responding to such patterns.
15. Monitoring and evaluating the effectiveness of the No tolerance for Bullying Approach.
16. Investigating and reporting incidents involving assaults, threats, intimidation or harassment, for example contacting the Community Services where appropriate.
17. Contacting the local police Youth Liaison Officer (YLO) and/or School Liaison Police Officer (SLPO) where appropriate.
18. Providing contact information for appropriate support services.
19. Ensuring that the values inherent in the No Bullying Policy are promoted within the school community.
20. Reviewing the Policy every three years at a minimum.

School Staff

School staff have a responsibility to:

1. Respect and support students.
2. Model and promote appropriate behaviour.
3. Have knowledge of school policies relating to bullying behaviour.
4. Respond in a timely manner to incidents of bullying according to the School's policy.



5. In addition, teachers have a responsibility to provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Students

Students have a responsibility to:

1. Behave appropriately, respecting individual differences and diversity.
2. Behave as responsible digital citizens.
3. Behave as responsible bystanders.
4. Report incidents of bullying according to School policy.

Parents and caregivers

Parents and caregivers have a responsibility to:

1. Support their children to become responsible citizens and to develop responsible online behaviour.
2. Be aware of the No Bullying Policy and assist their children in understanding bullying behaviour.
3. Support their children in developing positive responses to incidents of bullying consistent with the School's codes of conduct.
4. Report incidents of school-related bullying behaviour to the School.
5. Work collaboratively with the School to resolve incidents of bullying when they occur.

The School Community

All members of the School community have the responsibility to:

1. Model and promote positive relationships that respect and accept individual differences and diversity within the School community.
2. Support the School's No Bullying Policy through words and actions.
3. Work collaboratively with the School to resolve incidents of bullying when they occur.

Monitoring, evaluation and reporting requirements

The Principal is responsible for:

1. Implementing the policy within the School.
2. Ensuring the Policy is available to members of the School community upon request or on the School's website.
3. Providing a summary of the No Bullying Policy in the Kindlehill Steiner School Annual Report.