Alexandria Park Community School
Anti-Bullying Policy
2012 - 2014

Values:
At Alexandria Park C.S. all members of the school community strive to:
• Provide a safe and supportive environment in which students develop positive self-esteem, pride in themselves, integrity and self-discipline
• Respect, value and celebrate each other’s similarities and differences
• Provide opportunities for students to demonstrate compassion for and understanding of others in the school and wider community
• Develop a positive, harmonious and rewarding learning environment which challenges and extends our students and the wider community

Statement of Intent:
The aim of this policy is to empower the whole school community -students, staff, caregivers and other community members, to recognize and respond appropriately to bullying and harassment and to contribute to the general health and wellbeing of all students. We recognise the need to create a culture of openness, transparency and support, underpinned by a strong student management system, to ensure that the needs of both those targeted and those who bully are addressed.

Definition of Bullying:
Bullying is the systematic and ongoing misuse of power, position or privilege. It is done to intimidate, coerce, create fear, control, embarrass, exclude, or cause pain or discomfort.

Types of Bullying:

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
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<tbody>
<tr>
<td>Physical</td>
<td>The use of physical force or violence</td>
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<td>Verbal</td>
<td>The use of aggressive or violent language</td>
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<td>Psychological</td>
<td>The use of gestures or actions to create fear</td>
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<td>Sexual:</td>
<td>The use of physical or non-physical means to bully based on sexuality or gender</td>
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<td>Cyber</td>
<td>The use of technology as a means to intimidate, ostracise or create fear</td>
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**Role of Staff:**
Everyone in the school should be aware of indications or evidence of bullying and should act in response to these situations. All staff should ensure that bullying or threatening behaviour is not tolerated in school and should respond to bullying in the first instance by:
- Listening to the target.
- Reassuring the target.
- Continuing to offer help, advice and support to the target.

In responding to incidents of bullying staff should take action by:
- Ensuring the target is safe.
- Making it clear to the bully that such behaviour is not acceptable.
- Establishing whether or not the incident is part of a pattern.
- Encouraging the bully to see the target’s point of view.
- Explaining why a consequence is given.
- Contacting caregivers (in some instances)

**Student Management**
Every incident of bullying is unique. Bullying varies in its severity and consequent impact on those involved. Staff should make a case by case judgement of impact, frequency and severity of incidents and use the existing school student management procedures to ensure that action is taken.

**Role of Caregivers:**
Caregivers can support by taking the matter seriously, reporting the bullying to the school and working with the school to solve the problem.

**Support Through the Curriculum and Welfare Programs:**
Alexandria Park’s values are underpinned by Positive Behaviour for Learning. The system is supported by explicit weekly lessons, and reinforcement through common language and visuals. Specific KLAs such as P.D/H/P.E and the school’s peer support and camp programs provide opportunities to support students raise awareness and reinforce the school’s anti bullying policy.

The school’s aim, through the teaching and reinforcement of appropriate communication and behaviour, through strong welfare programs and through curriculum is to create an inherent culture of respect and positive relationships between all members of the school community.