

Bullying and Cyber bullying Policy

Purpose:

Daylesford Dharma School will not tolerate any form of bullying or harassment within its school community. This policy sets out the methods used in the school to ensure that

Aims:

- To provide a framework of understanding that leads to a secure and nurturing environment where all school community members feel safe to learn, to lead, to explore and develop.
- To provide a policy that supports the integrated programmes within the curriculum that will prevent and remedy bullying and harassment including cyberbullying.
- To provide all staff members, parents and students with clear pathways to identify, report and receive assistance in dealing with bullying and harassment including Cyberbullying.
- To provide supportive processes, counselling, and active resolution for all those involved in bullying or harassment incidents.

Definitions:

Bullying

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Harassment

Is behaviour (through words or actions) based on the personal characteristics listed above that are unwanted, unasked for, unreturned and likely to make school an unfriendly or uncomfortable place by:

- *humiliating (putting someone down) seriously embarrassing*
- *offending (hurting someone's feelings) or*
- *intimidating (threatening someone so they behave in a certain way).*

Examples: name calling, stereotyping jokes and offensive comments.

Sexual harassment

Is an unwelcome sexual advance; request for sex or any other sexual behaviour that a reasonable person would know or expect would offend, humiliate, seriously embarrass or humiliate another.

Examples: unwanted touching, unwelcome sexual innuendo or jokes, displaying sexually explicit material (posters, emails, internet sites).

Cyberbullying

The use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.

Non Violent

Communication

A conflict resolution process that focuses on three aspects of communication: self-empathy, empathy and honest self-expression.

Principles:

Our school community values and promotes inner development, reflective awareness, empathy, compassion and positive self-esteem. We believe that all students, staff, parents and volunteers are entitled to a secure, safe and friendly environment where both physical and emotional wellbeing is mutually supported.

Our school community commits to the Buddhist precept of non-harm and the process of learning to treat all beings with dignity, respect and tolerance. We commit to the principle that when mistakes are made and difficulties arise, an opportunity for reflective learning is inherent within the situation. Out of challenging conflict situations, with timely and appropriate interventions, real behaviour change is possible and expected.

Responsibilities:

Our staff members are expected to:

- Play an active role in preventing bullying through observation of student interactions and supervision during class times and yard duty
- Actively supervise during yard duty to observe, report and guide student behaviour
- Act as role models in word and action at all times in their interactions with others
- Be observant for individual signs of distress that may be the result of bullying
- Regularly reintroduce activities that support the development of natural ethical behaviour
- Promote an open relationship with parents to encourage communication of child welfare concerns
- Follow the conflict resolution process of Non Violent Communication to deal with bullying situations
- Always complete appropriate documentation regarding any incidents and include collegial support through staff meetings to address incidents
- Seek supportive assistance and professional guidance in dealing with a bullying situation if necessary
- Supervise and monitor student internet use to ensure there are no instances of cyberbullying and actively educate students about safe and responsible use of electronic media through our eSmart program resources
- Plan for inclusion of the Resilience Rights & Respectful Relationships resource learning materials each year to targeted specific concerns
- Adapt the Awareness program as a continuum to develop skills and behaviour change in students

We guide our students to:

- Freely and confidently speak up about bullying and report any concerns to a trusted teacher, parent, mentor or classmate

- Participate regularly in developing and using conflict resolution language and skills
- Use reflective practices to support self-awareness of their own behaviour
- Speak up when they witness an incident to let the bully know that their behaviour is unacceptable and support those involved to seek guidance from the duty teacher
- Feel confident of their right to be fairly treated by fellow human beings and to be confident to express this expectation as situations arise

We support our parents to:

- Familiarise themselves with the issue of bullying and to be aware of the signs that may be expressed by a child experiencing bullying
- Play an active role in supporting their child to report any incidents of concern
- Participate in the School's induction workshops for our conflict resolution process
- Work cooperatively with the school to solve any suspected bullying incidents
- Participate in our family ESmart programs and discuss the ESmart resources shared in the home-school partnership.

Linked Policies

Student Engagement Policy

Child Safety & Wellbeing Policy

Student Welfare Policy

ESmart Policy

Occupational Health and Safety Policy

Review Date:

January 2023

Basis of Discretion:

Not applicable.