

# **BULLYING POLICY**

## **Definition:**

Yeshivah and Beth Rivkah College respects the right of students to feel safe, secure and supported in the learning environment as taught in the Torah.

A person is bullied when one or more other people expose them regularly, and over time, to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly.

Bullying behaviour causes a person or people to feel frightened, shamed, humiliated, threatened, excluded or in pain during a specific period of time or repeatedly for an extended period. It may take different forms and can include:

- *physical bullying* – any intentional and unwelcome use of physical contact or deliberate property damage
- *verbal bullying* – the use of language to threaten, shame, humiliate or hurt including put-downs and teasing
- *gesture bullying* – the use of non verbal signals to cause intimidation or fear
- *exclusion bullying* – leaving someone out on purpose in order to cause feelings of rejection and hurt
- *extortion bullying* – the use of threat or power to obtain favour or goods
- *racial/religious bullying* – antagonism or prejudice directed towards someone on the basis of their race or religion
- *telephone (internet) bullying* – repeated telephoning of a person's home or contact through messaging, chat lines or bulletin boards which harasses or causes distress
- *sexual bullying* – any unwelcome and uninvited comment, attention, contact behaviour of a sexual nature that is found to be humiliating, offensive or intimidating.

## **Rationale:**

The school will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in their school environment.

## **Aims:**

- To reinforce within the school community what bullying is, and the fact that it is unacceptable.
- Everyone within the school community to be alert to signs and evidence of bullying and to have a responsibility to report it to staff whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators.
- To seek parental and peer-group support and co-operation at all times.

**Implementation:**

- Parents, teachers, students and the community will be aware of the school's position on bullying.
  - The school will adopt a four-phase approach to bullying.
- A. Primary Prevention:
- Professional development for staff relating to bullying, harassment and proven counter measures.
  - Community awareness and input relating to bullying, its characteristics and the school's programs and response.
  - To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving.
  - Each form teacher to clarify the school policy on bullying to students at the start of a year.
- B. Early Intervention:
- Promote children and staff reporting bullying incidents involving themselves or others.
  - The Principal, on a regular basis, reminding students and staff to report incidents of bullying.
  - Parents strongly encouraged to contact the school if they become aware of a problem.
- C. Intervention:
- Once identified, each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented.
  - Students and staff identified by others as bullies will be informed of allegations.
  - Both bullies and victims will be offered counselling and support.
  - If student bullying persists, parents will be contacted and consequences implemented consistent with the school's Discipline Policy.
  - If bullying by staff persists, the Principal will commence formal disciplinary action.
- D. Post Violation:
- Consequences for students will be individually based and may involve:-
    - exclusion from the school yard at recess and lunch
    - suspension (either in-school or excluded from school)
    - withdrawal of privileges
    - ongoing counselling for both victim and bully
  - Reinforcement of positive behaviours.
  - Classroom meetings.
  - Support structures.
  - Ongoing monitoring of identified bullies.

**Evaluation:**

This policy will be reviewed as part of the school's three-year review cycle.