

# Anti-Bullying Policy

## Key Elements Anti Bullying Policy

1. **School Ethos:**

This school is a positive, accepting and tolerant community where the values of Excellence, Creativity and Equality are developed in a safe nurturing environment.

2. **Definition:**

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.

3. **Statements of Rights:**

Everybody has a right to:

- Feel safe
- To have person/property respected
- To learn
- Be heard
- Make a positive contribution

4. **Statement of Responsibility:**

All members in the school community have a responsibility to recognise bullying behaviour and take action. This 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.

5. **Procedures:**

**a. Classroom Teacher**

All casual, temporary and permanent classroom teachers must be familiar with Behaviour Management Policy and Anti-Bullying Policy.

**Low Level bullying behaviour:** manage in class, and report to HT and Year Adviser.

**Moderate Level bullying behaviour:** file an online report and inform faculty HT.

**High Level bullying behaviour:** file a written report to Deputy Principal of relevant year. Send those affected to Deputy Principal. Others will be sent for by the DP at an appropriate time.

**b. Year Adviser**

Is informed of all reported incidents. Year Adviser to mediate and offer strategies to prevent or change behaviour. Year Adviser to support students. Year Adviser to liaise with Deputy Principal to arrange welfare initiatives to address bullying behaviour such as Form assemblies, peer mediation and other initiatives.

**c. Counsellor**

Provides anti-bullying strategies for all members of the school community. Counsellor provides counselling and support to those affected and should liaise with YA/HT/DP/P where appropriate.

**d. Head Teachers**

**Low Level bullying behaviour:** HT interview students and sends a report to Year Adviser and Deputy Principal.

**Moderate Level or Repeated bullying behaviour:** HT interviews students, all students involved to write statements. File a written report to Deputy Principal. To decide the appropriate course of action.

**High Level bullying behaviour:** file a written report to Deputy Principal of relevant year. Send those affected with friend/witness to Deputy Principal. Isolate student displaying bullying behaviour, and wait until Deputy Principal sends for them.



**e. Deputy Principal**

**Moderate Level or Repeated bullying behaviour:** collect written reports from relevant personnel. Students concerned are interviewed and Deputy Principal will determine course of action.  
**High Level bullying behaviour:** collect written reports. Isolate those involved and ensure all injured students are assessed, supported and monitored.

Principal is notified of incident to determine the course of action. Parents/carers of students involved will be informed.

**Criminal behaviour:** police to be informed.

**f. Principal**

**All incidents:** The Principal is notified through executive and welfare teams of all incidents.

**High Level bullying behaviour:** The Principal will determine the appropriate course of action ensuring that DET and school policies are followed.

**6. Positive Support Strategies**

Those affected are provided with strategies/skills to prevent or change their behaviour.

These strategies include:

- ◆ Restorative Discussions
- ◆ Peer mediation
- ◆ Year meeting with Police School Liaison Officer and other speakers
- ◆ Community conferencing
- ◆ Use of counsellor
- ◆ P & C involvement.
- ◆ Curriculum content
- ◆ Co-curricula programs
- ◆ Peer support
- ◆ Peer mentoring
- ◆ Buddying
- ◆ Teaming

**7. Evaluation**

The school will use a number of quantitative and qualitative methods to evaluate the effectiveness of anti-bullying strategies. These may include:

- ◆ Surveys
- ◆ Reported incidents of bullying
- ◆ Observations

## What does Bullying Behaviour Look like?

Bullying behaviour can take many forms but all can result in disempowering those that it affects.

Bullying behaviour can be:

**Verbal** A communication that has a negative effect on another person's emotional wellbeing  
e.g. name calling, teasing, abuse, putdowns, sarcasm, insults,  
threats

**Physical** An action that interferes with the safety health or wellbeing of another person resulting in pain  
injury  
e.g. hitting, punching, kicking, scratching, tripping, spitting

**Social** Any action that is designed to negatively impact the social interaction of a student  
e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures

**Psychological** Any action that may affect a student's mental health and self esteem, including all  
types of cyberbullying  
e.g. spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email  
messages, inappropriate use of camera phones, cyberbullying.

Whilst **no bullying is acceptable** it can take many forms and vary in severity. Each individual case is different. See below for how these behaviours are often viewed .

### Low Level:

- Food throwing at a person
- Individual name calling

### Moderate Level:

- Name calling that involves a group
- Repeated Low Level Bullying
- Cyberbullying (isolated incidents)

### High Level:

- Verbal Abuse
- Physical Abuse
- Cyberbullying repeated or involving multiple people

**In all cases the action by the school is designed to Intervene, Correct and Support all involved so that these kinds of behaviours are not tolerated by the school community and students continue to feel safe and well nurtured.**

**This is done through a restorative approach looking at what can be done to restore relationship between all involved.**

# STUDENT ROLES AND RESPONSIBILITIES IN ANTI-BULLYING

Bullying involves the abuse of power in relationships.

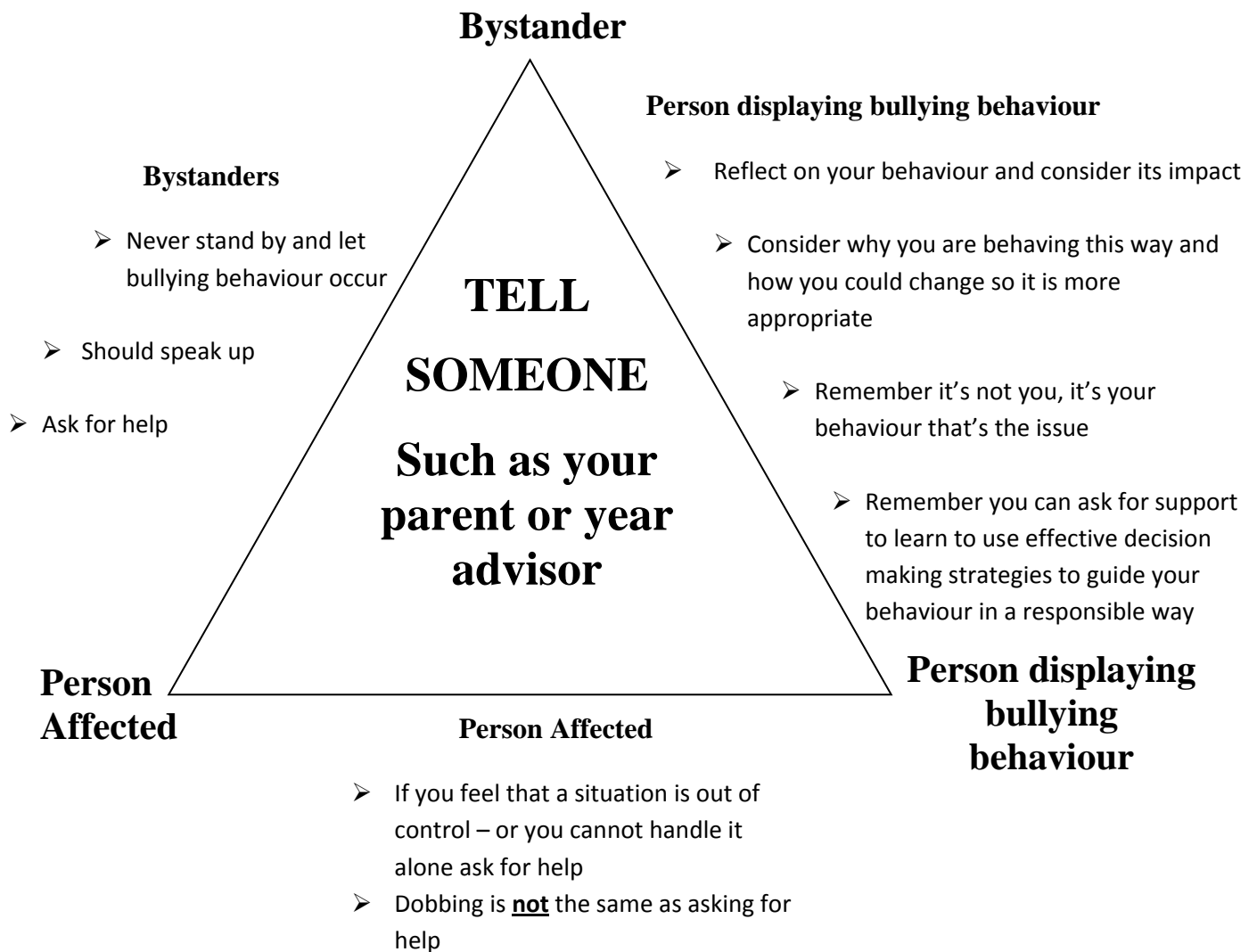
It is intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure.

**All students should be active citizens of the school community.**

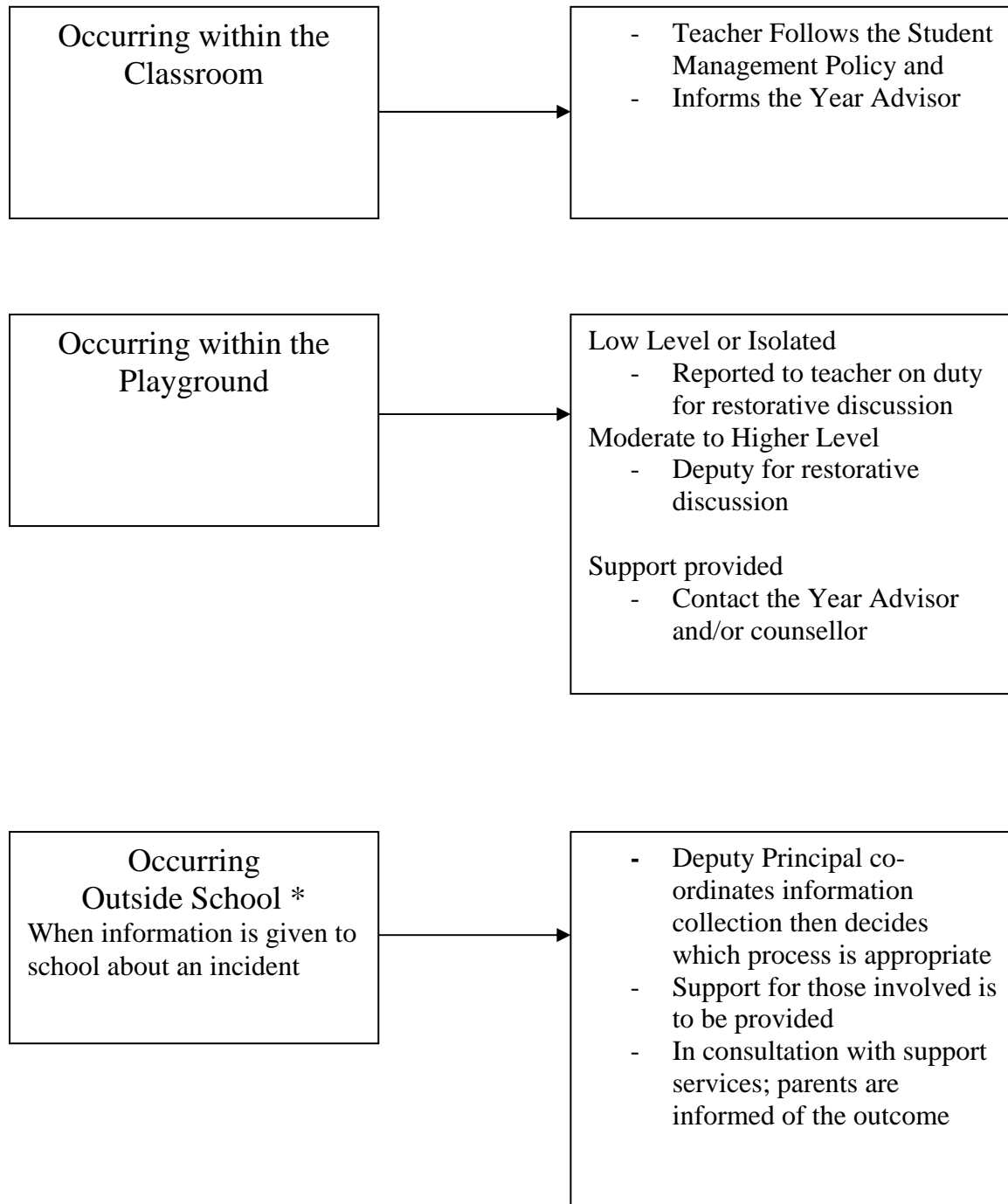
If you see, are affected by,  
or have been a part of bullying behaviour:-

**Be sure to take positive action to make things right.**

## *What you can do*



## How Observed Bullying Behaviour is Handled



*\* Bullying outside school grounds such as verbal abuse, physical aggression and cyberbullying has the potential to develop social, psychological and educational issues for those affected. If bullying behaviour involves a student from our school it becomes a school responsibility to be investigated by the school*

# How Reported or Ongoing Bullying Behaviour is Handled

