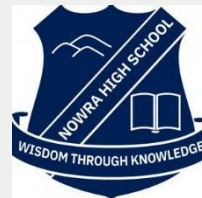


Anti- Bullying Policy



1. Purpose

To empower the school community, students, staff, parents and carers to recognise 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.

2. Definition

- 2.1 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.
- 2.2 Cyberbullying refers to bullying through information and communication technologies.
- 2.3 Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, homosexuality or transgender.
- 2.4 Bullying of any form or for any reason can have long term effects on those involved including bystanders.
- 2.5 Conflict or fights between equals or single incidents are not defined as bullying.
- 2.6 Bullying behaviour can be:
 - Verbal** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
 - Physical** e.g. hitting, punching, kicking, scratching, tripping, spitting
 - Social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
 - Psychological** e.g. spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and online messages, inappropriate use of camera phones

3. Responsibility

- 3.1 Everyone in the school should be aware of the indication of potential bullying and should act in response to these situations
- 3.2 Staff:

Teachers are responsible for the explicit teaching of positive behaviours for learning. Units of work around positive relation building are programmed from 7 – 12 through the PDHPE curriculum, YAP and student well-being programs.

3.3 All staff should respond to bullying by:

1. Listening to the student
2. Reassuring the student by offering help, advice and support
3. Making it clear to the target and the accused that the bullying behaviours is not acceptable and a full and fair investigation will be carried out
4. Making a case by case judgement and follow the existing school discipline procedures based on frequency and severity of incidents.
(refer to the Action to be taken)

4. Parents

- 4.1 If you suspect that your child is involved in bullying at school, whether as a victim or as an aggressor, respond by:
- a. Listening carefully and sympathetically, whilst establishing the relevant facts
 - b. Encouraging your child to tell someone at school or informing the school directly
 - c. Working with the school to resolve the issue/s

5. Students

Students are required to:

- 5.1 Follow the DoE and NHS 'Behaviour Code for Students' which states that students are not to bully, harass, intimidate or discriminate against anyone in our school
- 5.2 Report incidences of bullying to a staff member
- 5.3 Work with staff and other students to resolve the situation

6. Action to be taken

Step One - First Bullying Incident

Staff member responds to incident and supports bullied student

Inform bullied student of the process. Gather information on the incident from the students involved.

Make a judgment and follow the existing school discipline procedures **based on frequency and severity of incidents.**

Possible actions to take to resolve incident or give consequence:

- Tell the accused to stop and warn them of possible disciplinary measures
- Support student to apologise
- Use restorative practices and peer mediation strategies
- Time-out or reflection period (during sport)
- Refer to Year Advisor
- Enter the incident and action on Sentral - Green level



Step Two - Second Bullying Incident

Staff member responds to incident and supports bullied student

Inform bullied student of the process. Gather information on the incident from the students involved.

Make a judgment and follow the existing school discipline procedures **based on frequency and severity of incidents.**

Possible actions to take to resolve incident or give consequence:

- Referral to HT for Amber level monitoring
- Restorative practices
- Peer mediation
- Time-out or reflection period (during sport)

Enter the incident and action on Sentral

Parents informed by phone or letter

Possible HT Wellbeing / School Counsellor referral (with parent permission)



Step Three - Third Bullying Incident

Deputy Principal issues Red Level Monitoring

Formal caution for suspension



Four - Forth Bullying Incident

Formal discipline meeting with parents

Suspension from school- Grey Level

Student behaviour plan developed