



ANTI-BULLYING POLICY

This procedure defines bullying and outlines the approach the school will take to such activities and to communicate to students, staff, parents and the community that bullying will not be tolerated.

Definition

Bullying is any act that causes hurt or fear in a less powerful person or persons, through intentional behaviour by an individual or group of individuals in a more powerful position. It may be deliberate or a result of thoughtlessness. It may be indirect, such as spreading rumours, excluding people from groups or manipulation of others to mistreat another student.

Forms of bullying include;

1. Verbal e.g. name calling, teasing abuse, putdowns, sarcasm, insults and threats
2. Physical e.g. hitting, punching, kicking, scratching, tripping, spitting
3. Social e.g. ignoring, ostracising, alienating, making inappropriate gestures
4. Psychological e.g. spreading rumours, dirty looks, hiding or damaging possessions

Standards

1. Bullying in any form will not be tolerated.
2. Students, staff, parents and members of the wider community can expect;
 - that students will be safe at school, free from fear of bullying, harassment and intimidation.
 - to be involved in the collaborative development of the school anti bullying procedures and strategies.
 - to know what is expected of them and others in their relationships with other members of the school community.
 - that all students will be provided with appropriate support when bullying occurs.
3. Each class will run anti bullying program. This will be integrated into their weekly Bible, PDHPE program or through our school Value Units. An anti-bullying program will be

presented every three years as part of the school peer support program.

4. The school will ensure that adequate classroom and playground supervision is provided to minimise the opportunities for bullying to occur.
5. Each group within the school community has a specific role in preventing and dealing with bullying.

Students can expect to

1. Know that their concerns will be responded to by the school staff.
2. Be provided with appropriate support (for both the subjects of and those responsible for the behaviour).
3. Take part in learning experiences that address key understandings and skills relating to positive relationships, safety, gender equity, discrimination, bullying and harassment. These experiences will be guided by the Personal Development, Health and Physical Education syllabuses and other Key Learning Areas.

Students have a responsibility to

1. Behave appropriately, respecting individual differences and diversity.
2. Follow the school Anti Bullying Procedures.
3. Respond to incidents of bullying according to their school Anti Bullying Procedures.

Parents and caregivers have a responsibility to

1. Support their children in all aspects of their learning.
2. Be aware of the school Anti Bullying Procedure and assist their children in understanding bullying behaviour.
3. Support their children in developing positive responses to incidents of bullying consistent with the school Anti Bullying Procedure.
4. Support all students of the school to deal effectively with bullying through the strategies of the Anti-Bullying Procedure.

Schools have a responsibility to

1. Develop an Anti-Bullying Procedure through consultation with parents, caregivers, students and the community, which clearly identifies both the behaviours that are unacceptable and the strategies for dealing with bullying in the classroom and playground.
2. Inform students, parents, caregivers and the community about the School Discipline Procedure and Anti Bullying Procedures.

3. Provide students with strategies to respond positively to incidents of bullying behaviour, including responsibilities as bystanders or observers.
4. Provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour and the consequences for inappropriate behaviour.
5. Communicate to parents and caregivers that they have an important role to play in resolving incidents of bullying behaviour involving their children.
6. Follow up complaints of bullying, harassment and intimidation.

Teachers have the responsibility to

1. Respect and support students in all aspects of their learning.
2. Model appropriate behaviour.
3. Respond in an appropriate and timely manner to incidents of bullying according to the school Anti Bullying Procedures.

What To Do If You Are Bullied

Initial coping strategies:

1. Try not to show that you are upset. Bullies feel great if they have upset you.
2. Try to be assertive look and sound confident.
3. Walk quickly and confidently, even if you don't feel that way inside – appearing confident is helpful.
4. If students have been bullying you, teasing you or calling you names, reassure yourself that you're OK, and that those students are the ones with the problem.
5. Talk to a friend/friends about it.
6. Avoid "risk" situations where possible, or stay close to adults or friends.
7. Consider whether you have been bullying yourself, e.g. have you been name-calling, annoying, threatening, showing off, etc.? If you have, change your own behaviour.
8. If you feel or think that you are different in any way, be proud of it – individuality and diversity (with the school guidelines) are important.
9. Consider talking to the School Chaplain – this person can help you develop skills which can be useful in bullying situations.

Procedure to follow:

1. Stand Strong
2. Stay Calm
3. Respond Confidently

4. Walk Away
5. Report

Further coping strategies:

Report it to a teacher or Principal: Remember that the bullying will continue if those responsible think they can get away with their behaviour. Bullying can be stopped!

If bullying continues after reporting it to a teacher, talk to the School Chaplain/Principal, who will record the incident and monitor the situation.

Contact can also be made to the Schools Liaison Officer – Hornsby 9476 9799

What To Do If Someone Else Is Bullied

Procedure to follow:

1. Report it the person bullied may be too scared to tell anyone
2. Remember that **nobody** deserves to be bullied
3. Show the bully that you and your friends strongly disapprove of his/her actions
4. Give support to students who are bullied