

## Rationale

Bullying is a learnt behaviour which is unacceptable and can be successfully changed. Schools take an educative approach to managing and preventing bullying. The school's processes and activities promote the development of the values and behaviours that create and maintain inclusive, safe and supportive education environments. All members of our school community are committed to ensuring a safe and supportive environment where all members have the right to be respected and have a responsibility to respect each other.

## Definition of Bullying

Bullying is when an individual or group misuses power to target another individual or group to intentionally threaten or harm them on **more than one occasion**. This may involve verbal, physical, relational and psychological forms of bullying. Teasing or fighting between peers is not necessarily bullying.

Types of Bullying	WHO	RIGHTS	RESPONSIBILITIES
Physical: Pushing, hitting, kicking, pinching, tripping, stealing, vandalism of property.	All students, teachers, parents, wider school community	<ul style="list-style-type: none"> <li>➤ To be safe and supported in the school environment</li> <li>➤ To be treated with respect</li> <li>➤ To be informed of this anti-bullying policy</li> </ul>	<ul style="list-style-type: none"> <li>➤ Establish positive relationships</li> <li>➤ Respect everybody and accept individual difference</li> <li>➤ Act in accordance to this policy</li> </ul>
Psychological: Humiliation, rumours, innuendo, putdowns, threats, intimidation, insults, bribery and extortion.			
Verbal: Name calling, sarcasm, mimicking others, abusive phone calls.	Staff	<ul style="list-style-type: none"> <li>➤ Access to resources suitable for supporting student in building positive relationships, resiliency, safety and bullying prevention</li> <li>➤ Access to professional learning in preventing and effectively managing bullying</li> </ul>	<ul style="list-style-type: none"> <li>➤ Act as positive role models</li> <li>➤ Provide classroom management strategies</li> <li>➤ Listen to, report, refer and record acts of bullying to the appropriate parties</li> <li>➤ Continue to provide Duty of Care</li> <li>➤ Be present and visible on duty by wearing a fluorescent vest</li> <li>➤ Educate students using curriculum content</li> <li>➤ Use Restorative Practice strategies</li> <li>➤ Act upon inappropriate use of bullying language</li> </ul>
Relational: Exclusion from peer group, ignoring and refusing to talk to someone.			
Sexual: Unwanted sexual advances or contact and sexually abusive comments.	Students	<ul style="list-style-type: none"> <li>➤ Access to curriculum that supports the building of resiliency</li> </ul>	<ul style="list-style-type: none"> <li>➤ Engage with SEL curriculum</li> <li>➤ Treat others with care</li> <li>➤ Understand and value the concepts of inclusion and tolerance</li> <li>➤ Identify and respond effectively to bullying</li> <li>➤ Are aware of themselves as bystanders</li> <li>➤ Seek help for themselves and others as needed</li> </ul>
Cyber-bullying: Use of information and communication technologies, such as email, telephone calls, texts, instant messaging and social media posts to deliberately and repeatedly engage in hostile behaviour to harm someone. This is often used as an extension of other forms of bullying.			
Racial: Offensive language or behaviour that refers to another person's actual or perceived race.	Parents	<ul style="list-style-type: none"> <li>➤ Have the right to be confident that their children are provided with a safe and supportive school environment</li> </ul>	<ul style="list-style-type: none"> <li>➤ Support and encourage children to treat others with respect and tolerance</li> <li>➤ Act in accordance with the school plan if they observe/know about bullying</li> <li>➤ Encourage children to report bullying incidents</li> </ul>
Gender: Offensive language or behaviour that refers to another person's actual or perceived sexual orientation.			
Religion: Offensive language or behaviour that refers to another person's actual or perceived religion.	Wider Community	<ul style="list-style-type: none"> <li>➤ Are strategically included in prevention and bullying management</li> </ul>	<ul style="list-style-type: none"> <li>➤ Provide support and input into the school's approach to preventing and managing bullying</li> </ul>

## Whole School Prevention & Intervention

- Behaviour expectations discussed and taught;
- Student education through use of the Friendly Schools Framework, Health Education, social emotional learning programs and guest speakers;
- Regular Year Assemblies;
- Yard duty teachers wearing high visibility vests while on duty and use of 'safe areas';
- The use of restorative practices in resolving conflict by trained staff;
- Student disclosure support;
- Role modelling of appropriate social interactions by staff;
- Annual survey of all students to identify trends in bullying behaviour, and action taken in response to the results;
- Build role of student cyber leaders to support understanding of safe online behaviour;
- No Blame Strategies; and
- Family support and education

## Want more information?

- [www.esafety.gov.au](http://www.esafety.gov.au)
- [www.bullyingnoway.gov.au](http://www.bullyingnoway.gov.au)
- [www.kidshelpline.com.au](http://www.kidshelpline.com.au) 1800 551 800
- [www.headspace.org.au](http://www.headspace.org.au) 1800 650 890
- [www.studentwellbeinghub.edu.au](http://www.studentwellbeinghub.edu.au)

## Signs of Bullying

- School refusal, lateness or reluctance to attend on particular days or subjects
- Change in method or route to school or frightened to walk/catch bus to school
- Regularly asking to see the Nurse, Chaplain or visit Student Services
- Withdrawal from peers or wanting to change where they sit in class
- Physical signs
- Decline in academic achievement
- Change in sleep or eating patterns
- Becomes more aggressive and unreasonable at school
- Visibly upset after using computer or phone, or suddenly avoiding it

**Parents & guardians are encouraged to contact their child's Year Coordinator to discuss concerns. For urgent support please contact the Student Services Manager.**

## Other Support options

Student Councillor  
Duty Teacher or Class Teacher  
School Chaplain  
School Psychologist  
School Community Nurse  
Education Assistants  
School Office Staff  
Associate Principal  
Principal