

POLICY: ANTI BULLYING

Rationale

To provide a safe environment for all.

Purposes

1. To prevent bullying through vigilant practices and raising awareness through the school community
2. To ensure effective management of bullying issues and incidents.

Guidelines

1. Our Non-violence rule is:
 - no physical violence or threats
 - no verbal violence or threats
 - no abuse of other people’s property , including theft
 - no violence to self (includes misuse of harmful substances)
 - no emotional violence or threats
 - no electronic violence or threats
2. The Non-violence rule should be articulated and reinforced in simple, consistent language.
3. Vigilant practices in class include no put downs, effective classroom management positive role models.
4. Appropriate support and counselling will be available to all students through the House system / Guidance network.
5. Processes to deal with alleged bullying will adhere to principles of natural justice and fairness
6. Students who break the Non-violence rules will face disciplinary action.

REVIEW: These guidelines will be reviewed according to the Board of Trustees’ triennial Programme of self-review 2021

DATE CONFIRMED: 26 June 2018

POLICY: ANTI BULLYING**APPENDIX 1****A Definition of Bullying**

Bullying is a conscious and wilful repetitive act of aggression and/or manipulation by one or more people against another person or people. It is also an abuse of power by those carrying out the bullying, which is designed to cause hurt or emotional harm. Bullying contains the following elements:

- Harm is intended
- There is an imbalance of power
- Bullying is often organised and systematic
- Bullying is repetitive, occurring over a period of time, or it is a random but serial activity carried out by someone who is feared for this behaviour
- Hurt experienced by a victim of bullying can be external (physical) or internal (psychological)
- Bullying can be either physical or non-physical
- Physical bullying can include biting, hair-pulling, hitting, kicking, locking in a room, pinching, punching, pushing, scratching, spitting, or any other form of physical attack. It also includes damaging a person's property
- Non-physical bullying can be verbal, which includes telephone calls or text messages, extorting money or material possessions, intimidation or threats of violence, name calling, racist remarks or teasing, sexually suggestive or abusive language, spiteful teasing or making cruel remarks and spreading false and malicious rumours
- Non-physical bullying can also be non-verbal, which includes making rude gestures and mean faces; manipulating relationships and ruining friendships; purposefully and often systematically ignoring, excluding, and isolating someone; and sending (often anonymous) malicious notes or emails.

A Definition of what is not Bullying

Not every person is the same and what is seen as bullying by one may not be seen as bullying by another. Perspectives of bullying need to be considered.

Bullying is not:

- Appropriate compliments
- Behaviour based on mutual attraction
- Friendly banter which is mutually acceptable
- Constructive coaching and feedback

Bullying can be any one of the above or a combination of them. It includes ageism, racist cultural bullying, sexual harassment, bullying of special needs children, and the bullying of children with a different sexual orientation.

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APPENDIX 2 – EDUCATION AND AWARENESS

WHAT STUDENTS NEED TO KNOW

Students have the right not to be bullied in any way or by anybody. Bullying is harmful to everyone, in both the short and long term. No one has the right to bully anyone else. All cases of bullying brought to the school’s attention will be taken very seriously, and all necessary steps to stop it will be taken.

In order to stop bullying happening, it is important for students to know that it is not only alright to tell, but also important to do so. An unwritten rule of the code of silence for many students is “don’t tell adults about things that are occurring in your group”, “don’t rat on your mates”. No one has the right to be protected by their peers when they physically or psychologically abuse others.

If students are being bullied or know of instances of bullying, it is important to tell somebody. Bullying only gets worse if it is not stopped, so it is important to do this right away. You can do this by asking to speak to a teacher, by taking a friend in trouble to a teacher, by making an appointment with the Dean or Deputy Principal, or another person they trust, or by asking their parents or a close family member to help follow things up. All incidences of bullying brought to the school’s attention will be investigated and will be taken seriously. In dealing with such matters, confidentiality for those concerned will be safe-guarded.

A strong anti-bullying stance by students contributes in a major way to making the school a safe place. Another major weapon of those who bully is that they are sometimes ‘tougher’ than their peers, and individual bullies often have a small group who support and encourage their bullying behaviour. If most students decide that bullying is not acceptable and support each other in letting adults know or in intervening assertively and showing their disapproval, much of the bullying will stop.

WHAT PARENTS NEED TO KNOW: If a parent knows of or suspects their child is being bullied, they must contact the school immediately, through the child’s Dean, the Deputy Principal, or the Guidance Counsellor. The school takes bullying very seriously. All matters will be thoroughly followed up and appropriate action is taken. The school will also ensure confidentiality in our contact with parents. When the school knows or suspects that a child is being bullied, they will contact the parent(s) of the children involved, seek their advice and support and keep them informed of progress with the handling of the bullying.

WHAT STAFF NEED TO KNOW: Bullying can grow to become very serious, or it can be nipped in the bud. If teachers know of bullying or suspect that it is occurring, they should report this first to the Dean or Deputy Principal. After discussion, it may be decided that the teacher can handle the bullying satisfactorily. A brief report is important so that the matter is on record. If another incident flares up later it can be seen as part of a pattern, not an isolated occurrence. This is not intended to label people as victims or bullies, but it is important to track bullying behaviour.

Because teachers cannot be everywhere at once, and because bullying is often a clandestine activity, it is important for teachers to encourage students to tell about bullying.

APPENDIX 3 MANAGING AN ALLEGED BULLYING INCIDENT

