

Anti-Bullying  
Policy & Procedure

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31st March 2021

## What is Bullying

Bullying behaviours are about an imbalance of power where there is a deliberate intent to cause harm. These include:

Direct physical bullying could include hitting, tripping, and pushing or damaging the property of others.

Direct verbal bullying could include name calling, insults, homophobic or racist remarks, verbal abuse.

Indirect bullying -harder to recognise and often carried out behind the bullied student's back. It is designed to harm someone's social reputation and/or cause humiliation Indirect bullying could include:

- lying and spreading rumours
- playing nasty jokes to embarrass and humiliate
- mimicking
- encouraging others to socially exclude someone
- damaging someone's social reputation and social acceptance

Cyber bullying - could include being cruel, tormenting, humiliating or harassing to others by sending or posting harmful material or engaging in other forms of social aggression using technology such as, but not limited to the Internet, social networking sites, blogs, email, interactive and digital technologies, mobile phone and instant messaging. Cyber bullying includes but is not limited to:

- Flaming: online fights using electronic messages with angry or vulgar messages
- Harassment: Repeatedly sending nasty, mean and insulting messages.
- Denigration: Posting or sending gossip / photos/ video or rumours about a person to damage his/her reputation or social relationships
- Outing: Sharing someone's secrets or embarrassing information or images / video online  
Exclusion: Intentionally and cruelly excluding someone from an online group
- Cyber stalking: Repeated, intense harassment and denigration that includes threats or creates significant fear.

## What Bullying is Not:

**Mutual conflict** - In mutual conflict situations, there is an argument or disagreement between students but not an imbalance of power. Both parties are upset and usually both want a resolution to the problem.

**Social rejection or dislike** - Unless the social rejection is directed towards someone specific and involves deliberate and repeated attempts to cause distress, exclude or create dislike by others, it is not bullying.

**Single-episode acts of nastiness or meanness, or random acts of intimidation** - Single episodes of nastiness or intimidation are not the same as bullying. A pattern of this type of behaviour would be considered bullying.

## Anti-bullying strategies

- The school will seek to create an environment of empathy, where students seek mutual understanding and friendship with one another, modelled by how the teachers treat each other and treat the students. Teachers are encouraged to work closely with students to accomplish goals together, and also to socialise during in school activities. The close relationships created between members of the student body and teachers, will provide a high level of accountability and discourage bullying as all members of the school will have a relational investment with one another.
- At the commencement of the school year the Principal will have a meeting with each student cohort, to clarify, the School Policy on anti-bullying and the Student Code of Conduct with an open forum and discussion in regards to the documentation and to anti-bullying strategies.
- The Student Code of Conduct and the Anti-Bullying Policy and Procedures can be viewed at any time on the school website or noticeboard.
- Encourage students to report incidents and assist them in adopting strategies to deal with bullying

## Responsibilities

### Teacher responsibilities:

- Consistently reinforce positive behaviour
- Encourage and model tolerance and acceptance
- Be observant of signs of distress or suspected incidents of bullying
- Confer with parents if necessary
- Make efforts to remove opportunity for bullying through proactive supervision
- Take steps to help victims and remove source of distress
- Listen and respond to all complaints of bullying
- Record children's unacceptable behaviour
- Report incidents of bullying behaviour to the Principal or the Principal's Delegate

### Student responsibilities:

- Refuse to be involved in bullying situations
- Report incidents to the appropriate teachers, either as an observer or a victim
- Behave in a way that reflects their understanding of the Student Code of Conduct.

### Parent responsibilities:

- Take an active interest in their child's school life to be aware of any problems
- Encourage their child to report and address the problem themselves
- Communicate to the school if they suspect their child is being bullied

## What To Do if Bullying Occurs?

For Students	<p>1. If appropriate, a student observer should stand up to the situation with courage to exposed the unkindness of situation, either by doing it publicly as the situation occurs or by individual contact with the bully.</p> <p>2. If the bullying continues on a regular basis without resolution, the student should contact a teacher.</p>
For teachers	<p>1 If a teacher sees bullying, and they are a part of the immediate context (eg. it is occurring in a class that they are teaching), the teacher should with courage exposed the unkindness of situation.</p> <p>2a) If a teacher is not part of the immediate context of the situation (eg. the bullying occurs within a student conversation during lunchtime), the teacher should continue their observation and not intervene to provide the students an opportunity to take responsibility and resolve their own differences.</p> <p>2b) If the bullying continues repeated within the immediate context and does not seem likely to be resolved, the teacher will interview the students involved to expose the unkindness of the situation and help them understand their differences in order to reach a resolution.</p>

For major incidents - All matters should be immediately notified to the principal.

## Key Contacts

Youth Liaison Officer, Eastwood Police Station | 9858 9299

Family & Community Services | [www.facs.nsw.gov.au](http://www.facs.nsw.gov.au) | 132111

Kids Helpline | [kidshelpline.com.au](http://kidshelpline.com.au) | 1800 55 1800