



Anglican Grammar
Hume

Anti-Bullying Policy

POLICY OWNER: Principal

APPROVED BY: SLT

REVIEW DATE: October 2018

Rationale:

Hume Anglican Grammar is committed to providing a positive learning experience, in a safe and caring environment, in order to develop students' self-esteem and personal growth.

We endeavour to promote the rights of everyone to be treated with respect and feel safe at all times. We have absolutely **zero tolerance of child abuse**.

We believe that all students are entitled to a positive, innovative and challenging educational experience. At Hume Anglican Grammar our students learn within a supportive environment where they are challenged and encouraged to succeed. Bullying in any form is not acceptable and it will not be tolerated.

Definition:

(According to the National Centre Against Bullying – www.ncab.org.au)

Bullying is when an individual or a group of people with more power, repeatedly and intentionally cause hurt or harm to another person or group of people who feel helpless to respond.

Bullying can continue over time, is often hidden from adults, and will probably continue if no action is taken.

Bullying is a relationship problem and requires relationship-based solutions. These are best solved in the social environment in which they occur: in a child or young person's life, this is most often the school.

What Bullying is not

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they're not examples of bullying unless someone is deliberately and repeatedly doing them over a period of time.

There are many forms of bullying that can take place in the school environment. This might include: verbal, physical, social (sometimes referred to as covert) or cyber. All teachers and staff working at Hume Anglican Grammar are educated about the different forms of bullying that could be happening around them and learn techniques on how to identify and stop such behaviour from occurring.

Strategies:

At Hume Anglican Grammar we will encourage our students to be resilient by:

- Telling the bully that you don't like what they are doing and they don't have the right to do that to you
- Telling a friend, parents, teacher, grounds supervision teacher or School leader, what has been happening
- Asking for help so that a meeting with parents, Homeroom teacher, Head of School or Assistant Principal can be arranged
- Informing them that while we will do whatever we can to stop bullying, if bullying persists the bully will not only have their enrolment in the school reviewed, they may also be subject to possible legal recourse.

At Hume Anglican Grammar School all students have the right to feel safe and to be able to play and study without the fear of being bullied. Our Student Wellbeing programs will actively raise student awareness about bullying and its potential impact so that all students know that it has no place in our school. As part of this education, bystanders will also be encouraged to intervene or to provide appropriate support for a victim. However, we realise that bullying may still occur and therefore we will also develop clear procedures to address instances of alleged bullying, as soon as it is reported.

The following procedures will be implemented:

Step 1

All complaints of bullying will be treated seriously and the person will have the opportunity to tell someone they have trust in.

Step 2

If the bullying behaviour has been confirmed, the following procedures should be implemented:

- The offender/s and victim should be spoken to by a teacher separately or together depending on the nature of the bullying; for instance, the school might decide to utilise a restorative approach to address the issue
- The parents of the offender and victim will be notified, depending on the nature of the bullying
- The victim will be given support depending on the individual's needs
- The offender will be given an appropriate consequence, if a restorative approach is not taken
- The situation will be monitored to ensure that such behaviour does not continue
- The victim and/or the offender may be referred for counselling with the School Counsellor/Psychologist.

Step 3

If the measures implemented during Step 2 do not stop the bullying the student and their parents will be invited to a meeting with the Assistant Principal, where a further warning will be issued, for the behaviour to immediately cease.

The next stage will involve a meeting with the Deputy Principal and an external suspension.

The final stage will involve a discussion with the Principal about the student's enrolment at the school.

Preventing bullying is the responsibility of the whole school community.

The whole Hume community agrees that having a safe and happy school environment is a right that everyone shares.

The policy is available from the school website.