


This Policy applies to all employees, volunteers, parents/guardians, students, and visitors to the School. This Policy should be read in conjunction with the Anti-Bullying (Students) Procedure

The focus of anti-bullying strategies acknowledges the importance of how the victim perceives the conduct of the offender.

The School is committed to taking reasonable steps to provide a safe, secure and caring environment. Through education programs and school practices the school seeks to raise awareness and understanding of bullying, violence and harassment. Further, the School seeks to address any code of secrecy and counter the view that bullying is acceptable behaviour. Through its practices and policies the school looks to provide clear, consistent and equitable procedures for dealing with bullying behaviours. In caring for those involved in bullying behaviours the school provides support and counselling services.




Bullying is a repeated form of behaviour that has the following elements. A desire to hurt; the perpetration of hurtful behaviour (physical, verbal or relational) in a situation in which there is an imbalance of power; the action being regarded as unjustified, typically repeated and experienced by the target of the aggression as oppressive, and by the perpetrator as enjoyable (Centre for Educational Statistics and Evaluation, 2017).

Bullying may be physical, verbal, psychological, or social. Cyber bullying is a form of bullying, causing hurt via modern technologies such as the internet and other forms of social media, and through the use of smart phones and other mobile devices. Bullying can take many forms, all of which will cause distress. Examples of bullying include (but are not limited to):

- Physical: Hitting, pushing, tripping, kicking, spitting on others.
- Extortion: Threatening to take someone's possessions, food or money.
- Verbal: Teasing, using offensive names, ridiculing, spreading rumours.
- Non-Verbal: Writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures, facial gestures.
- Exclusion: Deliberately excluding others from the group, refusing to sit next to someone.
Property: Stealing, hiding, damaging or destroying property.
- Cyber: Sending offensive/threatening images, making offensive/threatening/hurtful comments, spreading rumours via emails, SMS, chatrooms etc.

Bullying is not single acts of nastiness or meanness, random acts of aggression or intimidation, while not acceptable, are not defined as bullying. Children not getting along with their peers is not bullying, nor is a situation of mutual conflict. Random a



For behaviour to be classified as bullying, it needs to involve repeated actions that are intended to cause hurt. There is a difference between bullying behaviour and what can be described as normal interpersonal conflict. The symptoms associated with bullying include, but are not limited to:

- not wanting to go to school
- change in friends and social activities
- anger
- tears
- depression
- low self-esteem
- and a raft of psychosomatic symptoms such as headaches and stomach aches.

Withdrawal and reluctance to “join in” can be a warning sign, as can truancy, misbehaviour and aggressive behaviour. Cuts, bruising, torn clothing, requests for extra food or money as well as a decline in academic performance can also be clues that a student may be suffering from bullying.



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