



KNOWLEDGE IS THE ULTIMATE SOLUTION

Anti-Bullying Policy

Western Grammar School

15 Cannery Road, Plumpton, NSW 2770

1. Statement of Purpose

"In a safe and supportive school the risk from all types of harm is minimised, diversity is valued and all members of the school community feel respected and included and can be confident that they will receive support in the face of threats to their safety and well-being" (National Safe Schools Framework)

Western Grammar School is committed to providing a safe and supportive teaching and learning environment for students and staff. The college's anti-bullying policy and procedures are underpinned by Islamic values of individual respect and acceptance of difference and diversity in our school community. At Western Grammar School there is a zero tolerance of bullying behaviour in any of its many forms.

This policy is directed at both **preventing** and **responding** to incidences of bullying in the school community through a multi-faceted, long term, whole school approach.

Western Grammar School aims to create a positive anti-bullying culture where it is acceptable and encouraged to report incidents of bullying.

The school is committed to a process that seriously and sensitively responds to reports of bullying by students or staff, victims or witnesses and provides a basis for working with the bully to modify their negative behaviour.

2. Definition

Bullying is defined as repeatedly hurting another person who is less powerful – either physically, verbally, socially, psychologically or online.

Bullying is characterised by an imbalance of power - a group of students against a single child, an older child against a younger child or a physically stronger child against a weaker one. The behaviour is intentional, may be premeditated and is repeated over time.

Bullying can take many forms:

- **Physical:** Including hitting, punching, tripping, spitting, scratching, damaging, hiding or stealing belongings or throwing objects at someone.
- **Verbal Abuse:** Including name-calling, teasing, abuse, putdown, sarcasm, insults, threats, and demeaning language.
- **Social:** Including ignoring, excluding, isolating, ostracising, alienating, making inappropriate gestures.
- **Psychological:** Including spreading rumours, dirty looks, hiding or damaging possessions, malicious and email messages, inappropriate use of camera phones.
- **Cyberbullying:** Through the use of social and other digital media; this may include offensive text messages, publishing private information creating hate

sites implementing social exclusion campaigns on social media sites and random acts such as pranking.

- **Threats:** Threats of violence, payback or harassment.

The policy sets out the processes for preventing and responding to student bullying. At the same time the school has a range of policies and practices including welfare and behaviour management policies that are applicable to student behaviour in general.

3. Responsibilities

Western Grammar School believes that preventing and responding to bullying is a responsibility of all members of the school community; staff, students, parents, caregivers and members of the wider school community.

School staff have the responsibility to:

- Actively supervise students in all areas of the school to ensure the safety of all students.
- Respect and support students.
- Model and promote respectful and inclusive behaviour.
- Implement fair and effective classroom management practices.
- Be knowledgeable of school policies relating to bullying behaviour.
- Reinforce student rights to a safe environment and protection from harm.
- Listen to and respond seriously and in a timely manner to incidents of bullying.
- Monitor students who have been involved in prior bullying incidents.
- Provide curriculum and pedagogy that supports and develops student understanding of bullying and its impact on individuals and their families.

- Students have a responsibility to:
 - Behave appropriately, respecting individual differences and diversity.
 - Behave as responsible digital citizens.
 - Behave as responsible positive bystanders by responding negatively to bullying and supporting students who are bullied.
 - Report incidents of bullying to their teacher or members of the welfare team.
 - Record and keep any evidence of bullying behaviour and make this available to the Deputy Principal (primary), or high school advisors (secondary). Inclusive of witness statements, online conversations, text messages, emails etc.

- Parents and Caregivers have a responsibility to:
 - Support their children to become responsible citizens and to develop responsible online behaviour.
 - Be aware of the school Anti-Bullying Policy and assist their children in understanding bullying behaviour.
 - Support their children in developing resilience and positive responses to incidents of bullying.
 - Report incidents of school related bullying to the school.
 - Work collaboratively with the school to resolve incidents of bullying.

Community:

- All parents, family members and friends have the responsibility to report incidents of bullying involving school students to the Head of Welfare (secondary) or Deputy Principal (primary).
- Parents and students may contact outside authorities including the police to seek assistance and advice. The following contacts are accessible on the school website or may be made available on request:
 - Senior Constable Sneesby, School Liaison Police, Mt Druitt, (02) 9675 0699

4. Procedures for Responding to Notification of Bullying

All complaints of bullying will be treated seriously and in accordance with this policy. The School will determine the most appropriate methods of dealing with the complaint. These include:

- Reporting all incidents of bullying to the Deputy Principal (primary), or relevant high school advisors, at the earliest opportunity.
- Investigating all cases and appropriate action taken in a timely manner.
- Interviewing the complainant and alleged perpetrator separately and privately and written statements taken.
- Interviewing bystanders when appropriate and statements taken.
- Based on the result of the investigation, the Deputy Principal or high school advisor will take appropriate action including the following:
 - Counselling victim/s and perpetrator/s and where necessary peer groups to arouse empathetic concern for the person being bullied and encourage positive ongoing behaviours.
 - Reassuring the victim that the bullying is not their fault, and outlining strategies to deal with bullying behaviours (developing assertiveness techniques, minimise opportunities for bullying, participation in self-esteem building activities).
 - Modifying negative behaviour by:
 1. reinforcing to the perpetrator that it is the behaviour that is unacceptable not the individual
 2. developing strategies for individuals to restore relationships with the victim.
 3. reminding students of the difference between assertiveness and aggressive behaviour.
 4. offering praise when the aggressor is seen to be behaving in an appropriate and positive manner.
 - Refer victim/s and/or perpetrator/s to the school counsellor or as required.
 - When appropriate notify relevant classroom teachers to monitor and support students and report any further incidents.
 - Where appropriate notify and interview parents of all students involved.

- The Deputy Principal (primary), or high school advisor, will take disciplinary action when bullying behaviour has been established. All such actions will be in line with the school's Behaviour Management Policy.
- All students involved will be formally notified of any action that has been taken and students affected will have the right to appeal to the Principal.
- Regardless of the outcome of the investigation, the alleged victim and alleged perpetrator will be monitored by teachers and the welfare team for any signs of continued or new bullying.
- Following disciplinary action, students will be officially warned by the Deputy Principal (primary), or high school advisor that further bullying behaviours will lead to increased disciplinary penalties.
- Where appropriate and as required by the school's legal obligations the Principal or delegate will notify outside authorities including police (refer to page 4).
- Records of the incident, including student/teacher statements, record of interviews and disciplinary action will be kept on file in the school office (primary) or the welfare office (secondary).

5. Procedures for Preventing Bullying Behaviour

- Through Islamic Studies classes, daily prayer, Friday prayer and other occasions, Western Grammar School promotes the Islamic values and rules which forbid hurting or harming others by any way and under any circumstances. From an Islamic and an Australian cultural perspective, it is emphasised that bullying is not accepted and will not be tolerated at the school.
- Positive in-school programs to develop students' understanding of bullying behaviour and its impact on themselves and others. These may include:
 - Years 3-12: Mt Druitt Police presentation on Cyberbullying
 - Years 7-10: Positive Solutions - Bullying Resilience program
 - Year 7: Self-esteem workshops developed and presented by the school counsellor
 - Year 6: Peer Support program aimed at developing friendships, challenging stereotypes, and encouraging assertive behaviour
- Develop a whole school focus through pedagogy and curriculum and other programs, to empower students with strategies for identifying, labelling and responding appropriately to bullying behaviour whether it is directed at them or witnessed by them. Teaching programs include:
 - Year 7: "Changes and Challenges" (PDHPE)
 - Year 8: "Supporting Myself and Others" (PDHPE)
 - Year 9: "Reflect on aspects of past, present and future experiences" (Arabic Continuers)
- Notifications to parents to strengthen their understanding of the issues related to bullying.
- Monitoring and reacting to early signs of distress by roll call teachers, high school advisor and Deputy Principal (primary).
- Ensure students are confident that all cases of bullying behaviour will be treated seriously and confidentially.
- Survey students on their perceptions of bullying and on the frequency of bullying