



Garden College

Bullying Policy (Students)

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BULLYING

Bullying is the repeated and intentional behaviour of causing fear, distress or harm towards another person that involves an imbalance of power. It can involve humiliation, domination, intimidation, victimisation and harassment. In any bullying incident there are likely to be three parties involved: the bully, the person being bullied, and bystanders.

Bullying can take many forms including:

- **Physical bullying** which involves physical actions such as hitting, pushing, obstructing or being used to hurt or intimidate someone. Damaging, stealing or hiding personal belongings is also a form of physical bullying.
- **Psychological bullying** which is when words or actions are used to cause psychological harm. Examples of psychological bullying include name calling, teasing or making fun of someone because of their actions, appearance, physical characteristics or cultural background.
- **Indirect bullying** which is when deliberate acts of exclusion or spreading of untrue stories are used to hurt or intimidate someone.
- **Cyber bullying** which is the ongoing abuse of power to threaten or harm another person using technology. Cyber bullying can occur in chat rooms, on social networking sites, through emails or on mobile phones.

WHAT ISN'T BULLYING

There are many negative situations which, whilst being potentially distressing for students, are not bullying. These include:

- **Mutual Conflict Situations** which arise where there is disagreement between students but not an imbalance of power. Mutual conflict situations need to be closely monitored as they may evolve into a bullying situation
- **One-off Acts** (of aggression or meanness) including single incidents of loss of temper, shouting or swearing do not normally constitute bullying.

GARDEN COLLEGE'S POLICY

Garden College recognises its duty to students to provide a safe and positive learning environment where individual differences and diversity within the College is respected and accepted.

Bullying is not tolerated at Garden College. It is our policy that:

- bullying be managed through a 'whole-of-College community' approach involving students, staff and parents/guardians
- bullying prevention strategies be implemented within the College on a continuous basis with a focus on teaching age-appropriate skills and strategies to empower staff, students and parents/guardians to recognise bullying and respond appropriately
- bullying response strategies be tailored to the circumstances of each incident
- staff establish positive role models emphasising our no-bullying culture
- bullying prevention and intervention strategies are reviewed on an annual basis against best practice.

At Garden College we will:

- Openly talk about bullying – what it is, how it affects us and what we can do about it.
- Teach our children the skills which will build their self-esteem and empower them to take the responsibility for themselves – and give them the opportunity to practise these skills.
- Implement the policy which clearly states what actions we will take to deal with bullying behaviour.

Responsibilities of Staff:

- Be role models in words and actions at all times.
- Ensure that our classroom management practices support respect for others.
- Be observant to signs of distress or suspected incidents of bullying.
- Deal with all reported and observed incidents of bullying as set out in this policy.
- Ensure that children are supervised at all times.
- During yard duty, make efforts to remove occasions for bullying by actively patrolling.
- Report incidents of bullying to the Well-Being Coordinator/Principal.

Responsibilities of Children:

- To “tell” (e.g. a parent, teacher, staff member) if they are being bullied or if they see someone else being bullied.
- To help someone who is being bullied.
- To not bully others and not be a bystander.

Responsibilities of Parents:

- To act in a way which models positive behaviour.
- To watch for signs that their child may be being bullied e.g. unwillingness to attend school, a pattern of headaches, missing equipment, requests for extra money, damaged clothes or bruising.
- To speak to someone on staff (classroom teacher first) if their child is being bullied, or they suspect that this is happening.
- To encourage their child to “tell” if they are bullied.

Responses to Bullying:

- Both sides will be listened to.
- Clarification will be sought from others that have witnessed the incident(s).
- Both the parents of the victim and the parents of the person responsible for the incident will be notified.
- A range of strategies will be used to ensure the behaviour stops and the victim feels safe. These could include:
 - Separate play times Restricted play
 - Conflict and anger counselling Behaviour checklists
- Should the behaviour continue, more serious consequences will follow:
 - Parent meeting Suspension
 - Take home Exclusion
- Support and strategies will be provided on an ongoing basis for the victim of bullying
- Students who have bullied others will be supported to change their behaviour