



Anti-Bullying Policy



■ **Introduction**

It is widely accepted that bullying is prevalent throughout society and to varying extents within all schools

The anti-bullying stance of Arden Anglican School is an integral aspect of Student Welfare and Pastoral Care within the School and augments the School's Positive Behaviour Reinforcement and Discipline Policy. The Anti-bullying Policy however, stands alone as Arden recognises;

- Though often unnoticed, bullying does exist at the School
- Bullying is destructive to those who are victims and perpetrators
- The need for a whole School commitment to eliminate its existence through reactive and proactive measures
- The need to establish a School environment where bullying is not tolerated
- The importance of procedures to deal appropriately with perpetrators and provide support for both the victim and perpetrator

Whilst this policy focuses on student issues, the School's anti-bullying position does not confine itself to bullying between peers, but also;

- teacher/s – student/s
- student/s – teacher/s
- teacher/s – parent/s
- parent/s – teacher/s
- teacher/s – teacher/s
- parent/s – parent/s

This policy is intended to provide students, staff and parents with appropriate mechanisms to address the issue of bullying both inside and outside the School environment (ie travel on public transport to and from School, School excursions and School camps). These three focal elements of the School must work in unison to ensure that this intimidating behaviour is not accepted and that every measure is taken to eliminate its existence in the School.

ARDEN DOES NOT TOLERATE BULLYING IN ANY FORM



▪ **Definition**

Arden accepts the following as a definition of bullying:

An individual is being bullied when he/she experiences deliberate negative actions which are physical, emotional and/or psychological by a more powerful person or persons.

A bully is a considered a person who on regular or repeated occasions initiates such negative actions.

Bullying occurs where there is an imbalance of power between people. This imbalance is sometimes very obvious, as when a person bullies a smaller weaker person, or when a group of people combine to intimidate or harm an individual. It can however be much less obvious as when the difference in power is psychological.

Forms of Bullying

	Direct	Indirect
a) Physical	<ul style="list-style-type: none"> - Hitting - Kicking - Spitting - Throwing objects - Biting 	<ul style="list-style-type: none"> - Persuading another person to assault someone
b) Non-physical		
Verbal	<ul style="list-style-type: none"> - Verbal insults - Name calling / teasing - Threats 	<ul style="list-style-type: none"> - Persuading another person to insult someone - Spreading malicious rumours
Non-verbal	<ul style="list-style-type: none"> - Threatening and obscene gestures - Written material - email / msn / text messages 	<ul style="list-style-type: none"> - Removing and hiding belongings - Deliberate exclusion from a group or activity - Ignoring

If we are bullied:

- We may feel unsafe, anxious, frightened, embarrassed, angry or unfairly treated
- Our work, sleep and general health may suffer
- Our relationships with our family and friends may deteriorate
- We may feel confused and not know what to do about the problem
- We may lose confidence
- We may succumb to the bullies
- We may become isolated or rejected



▪ ***School Community Expectations and Responsibilities***

Expectations

At the heart of student welfare at Arden, is the rightful expectation each individual has to be safe whilst at School. This includes of course a safe physical environment but implies even more so that other students, teachers or parents will not cause another person harm through their actions, words, or deeds.

The School recognises its obligation to take steps to do all it can to prevent bullying and assist individuals when their safety is threatened.

Responsibilities

The success or otherwise of this policy is contingent upon individuals themselves feeling they should, and can, take action to reduce bullying. Those who witness bullying have the responsibility to act in a positive and deliberate way.

An important aspect of the Anti-bullying Policy is for the School to have in place strategies to make it easier for the students to discharge their 'responsibility'.



▪ **Preventative Measures**

If bullying is to be minimised, and ideally eliminated, there are a number of factors and procedures that must be consistently applied. At Arden, and as a School community, we encourage all cases of bullying to be reported.

- a) In accordance with professional standards and a Christian code of conduct, staff will;
- o be role models in word and action at all times
 - o be vigilant observers of signs of distress or suspected incidents of bullying
 - o reduce the likelihood of bullying by active supervision whilst on duty
 - o arrive at class on time
 - o move with the class between specialist lessons (Beecroft)
 - o take steps to help victims and bullies and remove sources of distress without placing the victim at further risk
 - o provide an anti-bullying program within the PD/H and Christian Studies framework and through assemblies
 - o report suspected incident/s to the appropriate staff member;
 - o classroom, specialist or resource teacher (Primary) / Tutor (Secondary)
 - Stage Co-ordinator
 - School Counsellor
 - Deputy Principal
 - Principal
- who will follow designated procedures
- b) In accordance with students' expectations and responsibilities, this requires students to;
- o Refuse to be involved in any bullying situation. If a student is present when bullying occurs;
 - i) if appropriate, take some form of preventative action
 - ii) report the incident or suspected incident

If students who have observed bullying, or are being bullied, have the courage to speak out, they may help to reduce pain for themselves and other potential victims

- c) Arden encourages parents to;
- o Watch for signs of distress in their children or unusual behaviour such as
 - Unwillingness to attend school
 - pattern of headaches or other illness
 - missing equipment
 - requests for extra money
 - damaged clothing
 - o take an active interest in their children's social life and acquaintances
 - o advise your child/ren to tell a member of staff about the incident
 - o Inform the School if bullying is suspected
 - o Do not encourage your child to retaliate
 - o Be willing to attend interviews at School if you child is involved in a bullying incident
 - o Attending parent evenings set by the School
 - o Be willing to trust the staff and their management of a situation

<p>A safer, happier, more productive environment will be created at Arden when staff, students and parents can work closely together</p>



▪ ***Procedure for dealing with incidents of bullying***

After considerable parent input and discussion at a staff level, the following procedures will be followed when dealing with incidents of bullying.

1. When an apparent incident of bullying becomes known to a staff member, the incident will be referred to the Deputy Principal (Primary) and Secondary Co-ordinator (Secondary) who may consult the School Counsellor and possibly the Pastoral Care Committee
2. Students involved will be interviewed by the Deputy Principal / Secondary Co-ordinator (in the presence of another member of staff if appropriate) as soon after the incident as possible and the interview will be documented.
3. Parents of the students will be informed and where necessary and may be asked to attend an interview with the Deputy Principal / Secondary Co-ordinator / Counsellor and the class teacher.
4. The student/s found to have been involved in bullying will be counselled by the Deputy Principal / Secondary Co-ordinator and appropriate support consequences will be discussed.
5. Students will be offered access to the School Counsellor
6. In the event of the situation not being resolved, the Principal will determine further actions or consequences.

The Principal will be kept informed at all stages of the investigation
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