GREAT SOUTHERN GRAMMAR

ANTI-BULLYING POLICY

EMBARK ON A JOURNEY OF DISCOVERY

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1 PURPOSE

The Great Southern Grammar (GSG) community does not tolerate bullying or harassment in any form. Great Southern Grammar aims to provide a safe, secure and positive environment in which students feel valued and safe and can develop the knowledge, skills, self-confidence and maturity to respect and care for themselves and for others. It is the responsibility of all students and staff to support this aim. Each member of the School community should always demonstrate respect for others and be respected by others. The school adheres to the National Principles for Child Safe Organisations to promote child wellbeing and prevent harm to children and young people. The school embeds the elements of the National Safe Schools Framework through policies, education and student experiences in all aspects of school life.

Policy Aims

To teach, protect and support members of the GSG community by:

- Affirming the rights of all members of our school community to feel safe and be safe at school
- providing a learning environment where diversity and individual differences are appreciated and accepted;
- modelling behaviour that always shows tolerance and acceptance by all members of the School community; and
- developing a culture that emphasises the protection of rights, the enhancement of personal responsibility, accountability, self-discipline and respect for the rights of others and their property.

To increase the awareness of all members of the School community by communicating:

- an understanding of the characteristics of bullying and anti-social behaviours;
- The School's attitude as one of total opposition to anti-social behaviours such as bullying and countering the view that they are an inevitable part of school life; and
- The School has strategies to detect, prevent and respond to anti-social behaviour.

2 SCOPE

This policy, as amended from time to time, applies to all directors, staff, students, visitors, contractors, contractors' employees and volunteers of Great Southern Grammar School Incorporated (GSG), hereafter referred to as employees.

3 DEFINITIONS

Anti-Social Behaviour

Any conduct that impinges upon the ability of a member of the School community to enjoy positive peer relationships. This includes bullying.

Elements of anti-social behaviour:

- it is hurtful or offensive to other people;
- it is intentional, uninvited, aggressive or inappropriate behaviour; and
- the recipient feels powerless (to do anything about it) and/or violated.

Bullying

Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behaviour that causes physical and/or psychological harm. It can involve an individual or a group misusing their power over one or more persons. Bullying can happen in person or online, and it can be obvious (overt) or hidden (covert).

Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

Behaviours that do not constitute bullying include:

- mutual arguments and disagreements (where there is no power imbalance);
- not liking someone or a single act of social rejection;
- one-off acts of meanness or spite; and
- isolated incidents of aggression, intimidation or violence.

However, these conflicts still need to be addressed and resolved.

Bullying has three main features:

- it involves a misuse of power in a relationship;
- it is ongoing and repeated, and
- it involves behaviours that can cause harm.

(From https://bullyingnoway.gov.au/WhatIsBullying/DefinitionOfBullying March 2018)

Physical Bullying

When one person or a group of people harass another person by confronting them face-to-face. It can range from subtle actions over time, to a series of more aggressive and direct acts to purposefully hurt the person in a more immediate manner. Physical bullying includes:

- pushing, hitting, punching, bumping, kicking;
- daring students at risk of anaphylaxis to consume a known allergen;
- unwanted rough play;
- obstructing, confining;
- stealing, hiding property; and
- damage to or interference with personal belongings.

Verbal Bullying

A means of using words in a negative way such as insults, teasing and put downs to gain power over someone else's life. Verbal bullying includes:

- name calling, teasing, picking on
- making “put down” comments, belittling
- threatening violence or physical aggression
- insulting, shouting at, swearing at
- comments that denigrate on the basis of gender, sexuality or race

Social/Psychological Bullying	Repeated and intentional use of words or actions, which can cause psychological harm. Social or Psychological Bullying includes: • visual (ie staring threateningly); • standing close to a person and acting in a threatening manner; • pulling faces; • excluding from activities/Ignoring; • whispering or circulating rumours; and • intimidation, manipulation and stalking.
Cyber Bullying	When technology is used to verbally, socially or psychologically bully**.** Cyber bullying includes: • sending unwanted, abusive or threatening messages; • blocking; • exclusion; • spreading rumours; • impersonating someone else; • regular unsolicited contact; • name calling, teasing or belittling; • posting personal information without permission; • posting or sharing photos or video of someone; • invading personal privacy; • creating hate groups; • stalking; • requesting or sending inappropriate content; and • accessing, altering or deleting the work of others.

4 ACRONYMS

MyGSG	The School's internal information platform

5 ROLES AND RESPONSIBILITIES

Principal

The Principal has overall responsibility for ensuring compliance with this policy.

6 POLICY STATEMENT

6.1 Prevention of Bullying and Anti-Social Behaviour

All members of the School community must clearly demonstrate a commitment to supporting each other in the implementation of the Anti-Bullying Policy and procedures in a regular and consistent manner. Preventing bullying is the responsibility of every member of the School community and it must be acted upon if witnessed or reported.

6.1.1 Prevention Strategies for the Whole School

Increase Awareness

Increase awareness of relevant School policies through:

- clear communication of expectations
- improving awareness
- encouraging personal responsibility

Staff and student leaders are to be aware of:

- responsibilities for child safety
- policies and codes of conduct, as relevant;
- potential risks;
- modelling appropriate behaviour, especially:
    - tolerance and acceptance of individual differences;
    - use of alternative conflict resolution strategies;
    - cooperation and teamwork; and
    - active observation.

Monitoring and Review of Policy Implementation

- Records of incidents are maintained
- Continual revision of structures, systems, and groups within the School to see that they are operating in a way that fosters pro-social behaviours.

6.2 Responses to Bullying and Anti-Social Behaviour

6.2.1 Response Strategies for Parents

The School should be the first point of contact regarding a child who is perceived to be engaging in anti-social or bullying behaviour.

6.2.2 Response Strategies for Students

- Notify a trusted adult as soon as possible
- *Get help* button on MyGSG
- Use the communication channels offered, including website, email or face to face contact with trusted adult at school or at home

6.2.3 The Role of the Bystander

The role of the bystander is crucial in repairing incidents of anti-social behaviour and needs to be clearly understood by all community members. Bystanders have the responsibility and the power to effect social change.

Bystanders may assist by:

- not encouraging bullying through their words or actions;
- providing support to the target of bullying;
- moving to align themselves with the target;
- simply saying, “Stop it”;
- drawing the instigator’s attention to the bullying;
- reporting bullying to staff and/or student leaders; and

- acting in unison to intervene.

6.2.4 The School's response to bullying

The School will always investigate bullying that is witnessed by a staff member or reported to a staff member. Reporting may occur in person or online via the portal. Parents and children are asked to notify the School about any incident that may constitute bullying as soon as it occurs so that the issue can be handled in a timely manner.

6.2.5 Response to the Student being bullied

Students experiencing bullying or anti-social behaviour may be offered:

- the assurance that the incident they have reported will be investigated, acted upon and resolved in a timely manner by the Deputy Head of Junior School, Head of Year or Head of House, as appropriate; and
- counselling and support.

6.2.6 Response to the Student bullying

In most cases, students who are exhibiting behaviours that are making other students uncomfortable need to be told to stop their behaviour in very clear terms.

On the School becoming aware of a bullying incident an investigation will occur. Details of the incident, including the identity of the bully and victim, should be reported as quickly as possible after the bullying incident has occurred, to:

- Senior School: Head of House
- Middle School: Head of Year
- Junior School: Assistant Head of Junior School

Once the report on the incident has been received, a staff member will conduct an investigation. The result of the investigation will determine the course of action for the students involved. Where appropriate, parents of both the offending student and victim will be advised of the nature of the behaviour and the outcome, and the outcome will be recorded.

Depending on the nature of the incident the matter maybe referred to the Head of Sub-School, Deputy Principal or Principal.

Serious and/or repeated incidences of bullying behaviour may attract consequences including counselling, suspension or exclusion.

6.2.7 Response to the Bystander

The School will:

- determine the observations and actions of bystanders;
- reiterate the Code of Conduct
- stress the important role that bystanders should be playing in stopping and/or tempering future bullying incidents;
- emphasise that they have the power to stop bullying;
- stress that they are failing in their responsibility to themselves and the School if they do not intervene in or report bullying; and
- as necessary, counsel bystanders regarding bullying, or involve them in more thorough discussions regarding the resolution of the incident in question.

7 REFERENCE/COMPLIANCE

The following documents are associated with this policy:

7.1 Legislation

- *Nil*

7.2 Related Policies

- *Child Safety Policy*
- *Behaviour Management Policy*
- *Pastoral Care Policy*
- *Acceptable Use of ICT Policy*

7.3 Internal Documents

- *Student Code of Conduct.*

7.4 Other Resources

- *www.bullyingnoway.gov.au*

8 DOCUMENT CONTROL

Approval

Date	By	Minutes recorded
09/5/2018	Mr Mark Sawle - Principal	
25/6/2020	Executive	Executive/25 June 2020.
17/5/2022	Executive	Executive 17/5/2022