



## ANTI-BULLYING POLICY

### Rationale

All staff and students have the right to a safe and secure school environment free from bullying and harassment. All staff and students have the responsibility to acknowledge and report any instances of bullying and harassment immediately. Bullying behaviours require explicit and systematic strategies that address the causes and effect. This can only be achieved if all members of the school community are involved in developing strategies and take positive action against bullying.

*See the Department of Education's [Bullying: Preventing and Responding to Student Bullying in Schools](https://education.nsw.gov.au/policy-library/policies/bullying-preventing-and-responding-to-student-bullying-in-schools-policy?refid=285776) policy*

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### Outcomes

- The school aims to develop and implement programs that promote the five school values of respect, responsibility, trust, excellence and cooperation, to create a school culture that encourages a peaceful school.
- The school aims to develop and implement programs that will enable students to identify bullying and harassment including when and where it occurs so that effective management strategies can be implemented.
- The school aims to support and implement external agencies in social skills programs to address the issue of bullying and harassment including: Links to Learning, Brainstorm Productions, Youth Pathways and school specific programs developed by the SSO.
- Regularly survey students to elicit feedback about their perception of the prevalence of bullying, where it occurs and a general satisfaction of school life – Tell them from Me survey.
- Staff to recognise that all incidents of bullying are unacceptable and as such they are required to address all issues of bullying.

### Implementation

#### Students

- All students will be made aware that bullying is an unacceptable behaviour and that there are procedures in place for dealing with this problem.
- Students will participate in surveys about bullying and harassment.

**Staff**

- Staff should be active in identifying and targeting bullying and harassment behaviours while on playground duty, in the classroom, before or after school and in between lessons.
- Teachers need to report suspected victims of bullying to Year Advisers or Head Teacher Welfare for early intervention.

**Evaluation**

- Annual review procedures and policy.
- Focus groups of students to discuss anti bullying.
- Bullying and harassment surveys conducted each year to analyse the effectiveness of our programs and identify key year's areas that require targeted programs / support.