



## **ANTI-BULLYING POLICY**

### **Rationale:**

Narre Warren South P-12 College is committed to providing a supportive and safe environment for all members of the College Community. The College will respond quickly and effectively in the event of a bullying incident. Supportive relationships see our community co-operate to provide and enjoy a safe, caring environment in addition to promoting respect for self and others. Appreciation of differences and the need to co-operate are essential ingredients of a functional community. It is important for all members of the College community to feel valued and understand how they actively contribute to the wellbeing of others in the community. Narre Warren South P-12 College values staff, students and parents working together to create a supportive environment for all.

### **Objectives:**

The objectives of the Anti-Bullying Policy are to:

- ensure that all members of the College community are part of an environment that is safe and supportive
- establish a clear process for the prevention of, reporting of and response to bullying behaviour

### **Guidelines:**

Please refer to:

**Appendix A: Prevention and Response**

**Appendix B: Procedures for staff response to reported bullying behaviour**

### **What is bullying?**

Bullying is when someone, or a group of people, deliberately upset or hurt another person or damage their property, reputation or social acceptance on more than one occasion. There is an imbalance of power in incidents of bullying with the bully or bullies having more power at the time due to age, size, status or other reasons.

### **Types of Bullying:**

#### **Direct Physical Bullying:**

- Hitting
- Kicking
- Tripping
- Pinching
- Pushing
- Damaging property

#### **Direct Verbal Bullying**

- Name calling
- Insults
- Teasing
- Intimidation

- Homophobic or racist remarks
- Verbal abuse

**Indirect Bullying**

- Action designed to harm someone's social reputation and/or cause humiliation, including:
  - Lying and spreading rumours
  - Playing nasty jokes to embarrass or humiliate
  - Mimicking
  - Encouraging others to socially exclude someone
  - Damaging someone's social reputation or social acceptance

**Cyber Bullying**

- Direct or indirect bullying behaviors using digital technologies including:
  - Harassment via mobile phone or social media
  - Setting up defamatory personal websites or social media accounts
  - Deliberately excluding someone from social networking spaces

**Bullying is not**

Many distressing behaviours are not examples of bullying even though they are unpleasant and often require teacher intervention and management.

**Mutual conflict:** involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

**Social rejection or dislike:** is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

**Single-episode acts:** of nastiness or physical aggression are not the same as bullying. If someone is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different people is not the same as bullying. However, this does not mean that single episodes of nastiness or physical aggression should be ignored or condoned as these are unacceptable behaviours.

**Evaluation:** The effectiveness of this policy will be reviewed as part of the College's four-year review cycle.