



Lindisfarne Anglican Grammar School ANTI-BULLYING POLICY

PURPOSE

At Lindisfarne Anglican Grammar School, we believe that all members of the community have the right to a learning and work environment free from intimidation, humiliation and hurt. We all share a responsibility to foster, promote and restore positive relationships. We believe that bullying is unacceptable and we, students, staff and parents, all share a responsibility for preventing it.

Definition

Whilst there is no universally accepted definition of bullying, there is general consensus that bullying behaviour:

- is deliberate and often repeated
- intends to cause fear, distress, hurt or harm to another
- is action by a more powerful individual or group over a less powerful individual or group.

Bullying takes many forms, all of which will cause distress. Examples of bullying include:

- **Physical** - hitting, pushing, tripping, kicking, spitting on others, etc
- **Verbal** - teasing, using offensive names, ridiculing, spreading rumours, etc
- **Non-Verbal** - writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures, etc
- **Exclusion** - deliberately excluding others from group, refusing to sit next to someone, etc
- **Extortion** - threatening to take someone's possessions, food or money, etc
- **Property** - stealing, hiding, damaging or destroying property, etc
- **Cyber** - any form of bullying which is carried out through electronic means such as mobile phones, email, chat room, social networking, 'sms', web page, etc

It is important to distinguish between bullying behaviour and those that are not. These other behaviours may need intervention, however, do not classify as bullying.

These include one off acts of:

- Aggression
- Nastiness
- Conflict: this may be an argument or disagreement between children, but not an imbalance of power.
- Assertive behaviour
- Social rejection

Strategies to Prevent Bullying

We believe, based on research, that prevention strategies through education that involve the whole school community (students, staff and parents) are more likely to reduce bullying. Therefore, at Lindisfarne Anglican Grammar School, we recognise that we all share the responsibility to prevent bullying.

Explicit teaching of positive behaviours embedded within the curriculum addressing positive relationships, conflict resolution, resilience, bystander action etc.

- Vertical House Tutor groups (Years 7 to 12) to establish respectful and caring relationships between older and younger students.
- House Tutor Group / Class activities e.g. Circle Solutions to increase pro-social behaviour, viewing and discussion of film clips that highlight positive behaviour towards others. (YouTube)
- Year level workshops using guest speakers such as Police Liaison Officer and Brainstorm Productions.

Recognition and acknowledgement of students who demonstrate appropriate behaviours that promote and restore positive relationships;

- *Lindisfarne Legend* postcards to be received through the mail
- School Spirit and Service awards presented on assemblies

Vigilant classroom, playground and transition supervision

- Annual collection and review of bullying data through Year level surveys that review 'high risk areas'
- Teachers actively supervise students in the classroom and the playground.
- Teachers are directed to be aware of potential 'hotspots' – toilets, stairs, canteen area

Students are encouraged to:

- take positive action to stop the bullying if they observe an incident
- report the bullying incident to a teacher as soon as possible
- make it clear to their peers that bullying is not accepted

Staff are expected to:

- take some positive action to stop the bullying when they observe an incident
- pass on information about any reported or observed bullying behaviours to the Head of Primary / Head of Pastoral Care / Head of House for further action

Parents are encouraged to:

- listen to their child and encourage their child to speak to their House Tutor / Head of House
- contact the school if they have a concern (class teacher / House Tutor)
- report any instance where their child has been subjected to threat, harassment or any form of victimisation at the first and any subsequent occurrence in order to establish and respond to patterns of repeated behaviour.

How we respond to bullying at Lindisfarne Anglican Grammar School

Bullying is viewed as a major breach of school rules and behavioural expectations and therefore follow up action will align with our school Student Management and Discipline Policy.

Any reports of bullying will be investigated and appropriate action will be taken promptly. The response to bullying will include:

1. Guidance and other support for the recipient of the bullying (eg re-teaching of strategies, resilience and social skills, counselling, conflict management skills, social networking skills etc.)
2. Guidance and support for 'bystanders', 'supporters' and witnesses of the bullying (eg intervention strategies, etc.)
3. Behaviour Support Plan for the student who bullied (eg specific interventions developed to reduce the bullying behaviour, including teaching of replacement behaviours.)
4. Where appropriate informing parents and involving them in any action and follow up.

Due to confidentiality, details of action taken regarding bullying behaviour of a student may not be forthcoming to all parties.

Procedures for investigating bullying and follow up

In discerning appropriate responses to bullying, the collective welfare of the school community will be balanced with the individual needs of the student.

When addressing initial incidents of bullying, Dr Anatol Pikas' *The Method of Shared Concern*, will be applied.

- Preliminary interview(s) will be conducted to ascertain the specific nature of the bullying.
- The initial interviews should focus on the safety of individuals. This should include:
 - a clear statement on the consequences if the bullying continues or if there are any reprisals as a result of the reporting of the incident.
 - immediate preventative actions that will be implemented to avoid further incidents.

Decisions will be made as to the level of severity of the incident and whether the parents of those involved need to be informed.

- Follow up interviews should focus on appropriate strategies to assist and support all involved within a Behaviour Support Plan.
- A record of the separate interviews should be kept.
- Review of any Behaviour Support Plan that has been put into place will take place to modify strategies and supports.

Any further recurrence of bullying may result in an issue of warning re suspension and could lead to the implementation of suspension procedures and, if necessary, removal of the student from the school through:

- **External Suspension**
- **Expulsion**

POLICY ADMINISTRATION

This Policy will be reviewed periodically, or in the event of any information or incident that indicates the need for a review, or following relevant legislative or organisational change.

Date of Last Review	June 2015
Date of Next Review	March 2016
Signature	Meg Ayers
Position Held	Head of Pastoral Care