Asquith Girls High School Anti-Bullying Policy

1. Objectives – Policy statement

1.1 All members of the school community are committed to ensuring a safe and caring environment in which the rights of others and individual differences are respected. At Asquith Girls High School (AGHS) bullying is taken seriously and is not tolerated in any form. This policy sets out the requirements for preventing and responding to incidents of student bullying at AGHS. The NSW Department of Education and Communities rejects all forms of bullying. The current NSW DET policy can be found on the DET Intranet site at https://www.det.nsw.edu.au/policies/student_serv/discipline/bullying/PD20100415.shtml

2. Audience and Applicability

2.1 Teachers, students, parents, caregivers and members of the wider community have a responsibility to work together to create a safe and inclusive environment. The policy applies to all forms of student behaviour, including cyber bullying that impact on individuals.

3. Definitions

3.1 Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes distress, hurt or undue pressure. Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including those based on, but not limited to, sex, race, disability, sexuality or gender.

3.2 Cyber bullying refers to bullying through information and communication technologies (such as mobile phones, the internet and other digital media).

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

3.3 Examples of bullying and harassment include:

- **Verbal abuse** (name calling, teasing, put downs, sarcasm, insults, swearing, degrading or suggestive comments about another’s culture, religion or sexuality)
- **Physical abuse** (hitting, punching, kicking, scratching, tripping, spitting)
- **Social exclusion** (deliberately ignoring, ostracising or alienating)
- **Psychological abuse** (spreading rumours, malicious gossip, hiding or damaging possessions, making nuisance phone calls, inappropriate use of cameras, sending unwanted text messages and/or images by mobile phone or via the internet e.g. email, Facebook, other social media

**Note:** Single incidents of conflict or fights between equals are not defined as bullying and will be dealt with in accordance with the school’s Discipline Policy and Welfare Policy.
Asquith Girls High School our mission is to nurture personal best and global citizenship in every student by providing a safe and vibrant learning environment with inspiring teaching.

4. Prevention, intervention and resolution strategies at AGHS

4.1

Key learning areas and welfare programs are in place to empower students to recognise and respond appropriately to bullying and harassment. Welfare programs include, but are not limited to Peer Support, Connecting Learning and Life, Crossroads Police talks and involvement with supporting relevant community agencies.

- Any incidents of bullying must be reported immediately to either a teacher, Year Adviser, Head Teacher Female Students, Counsellor, Faculty Head Teacher, Deputy Principal or Principal. All established reports of bullying will be brought to the attention of the Principal.
- Each reported incident will be investigated and resolved in accordance with AGHS and DEC policy.
- Investigation procedures such as interviews and written statements will take place with all involved to work towards a positive resolution.
- Parents will be informed and included in the resolution process.
- The level of support and help required will be assessed and determined during the interview/discussion process. Monitoring cards or other support methods such as mentoring or referrals to the school counsellor may be put into place.
- Where necessary Departmental procedures such as suspension, expulsion, reporting to higher authorities such as the police or Department of Family and Community Services may be implemented. This will be determined by the Principal or the Principal’s nominee.
- Teacher professional learning in the area of student wellbeing, safety, mental health and code of behaviour will ensure support and implementation the school’s Anti-Bullying Policy.
- Parent education opportunities around understanding bullying and the promotion of positive behaviour.

5. Expectations and Responsibilities

5.1

All members of the school community share responsibility and contribute to the prevention of bullying by modelling and promoting appropriate behaviour and respectful relationships.

5.1.2

At Asquith Girls High School we will:

- provide students with strategies to respond positively to incidents of bullying behaviour, including their responsibilities as bystanders or observers through various programs and activities
- develop in students an understanding of bullying and its impact on individuals through various programs and activities
- follow up complaints of bullying, harassment and intimidation
- communicate to parents strategies that promote positive behaviour and consequences for inappropriate behaviour

5.1.3

Students have a responsibility to:

- behave appropriately, respecting individual differences and diversity
- behave as responsible digital citizens
- follow the school’s Anti-Bullying Policy
- behave as responsible bystanders
- report incidents of bullying when they occur to either a teacher, Year Adviser, Head Teacher Female Students, Counsellor, Faculty Head Teacher, Deputy Principal or Principal.
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5.1.4  
School staff has a responsibility to: 
- respect and support students 
- model and promote appropriate behaviour in dealing with adults and students 
- have knowledge of school and departmental policies relating to bullying behaviour 
- respond to incidents of bullying according to the school’s Anti-Bullying Policy.

5.1.5  
Parents and Caregivers have a responsibility to: 
- support their children to become responsible citizens and to develop responsible on-line behaviour 
- be aware of the school’s Anti-Bullying Policy and assist their children in understanding bullying behaviour 
- support their children in developing positive responses to incidents of bullying consistent with the school’s Anti-Bullying Policy 
- report incidents of school related bullying behaviour to the school 
- work collaboratively with the school to resolve incidents of bullying when they occur.

5.1.6  
Students can expect: 
- that their concerns will be responded to by staff 
- to be provided with appropriate support 
- to participate in learning experiences that address key understandings and skills relating to positive relationships and bullying behaviour and its consequences

Further Information and Support

Bullying No Way – www.bullyingnoway.com.au
Cybersmart – www.cybersmart.gov.au
Lifeline – www.lifeline.org.au or 13 11 14
Headspace – www.headspace.org.au
Youth Beyond Blue – www.youthbeyondblue.com.au or 1300 22 46 36
Lawstuff – www.lawstuff.org.au