East Hills Boys
A Technology High School

ANTI-BULLYING POLICY

RATIONALE

At East Hills Boy’s High School we aim to ensure a happy and safe environment where students have the right to learn and teachers have the right to teach. We recognise that bullying does occur and we work to promote a culture which rejects bullying and provides support to any members of the school community who are the victims of bullying behaviours. Support also extends to those who need to change their behaviour. At East Hills Boy’s High School bullying is recognised as being anti-social and unacceptable. Students and teachers have the right to expect that they can attend school without the fear of bullying, harassment and/or intimidation.

POLICY

Defining Bullying.

Bullying can be defined as intentional, repeated behaviour by an individual or group of individuals that causes hurt, distress or undue pressure.

Bullying involves the abuse of power in relationships. It can involve all forms of harassment (including sexual, racial, sexuality and disability), humiliation, domination, intimidation and victimisation.

Bullying can take on many forms. Bullying behaviours can be, but are not limited to:

- **Verbal Bullying**
  - teasing, put downs, verbal abuse and/or harassment, insults, threats

- **Physical Bullying**
  - pushing, kicking, spitting, punching, tripping

- **Social Bullying**
  - ignoring, excluding, alienating, ostracizing, passing notes

- **Psychological Bullying**
  - spreading rumours, making false accusations, hiding or damaging possessions

- **Cyber Bullying**
  - malicious SMS, social network and email messages, inappropriate use of cameras, circulating inappropriate pictures or images via electronic means

SHARED RESPONSIBILITIES

Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility for creating and maintaining a safe and happy teaching and learning environment, free from all forms of bullying.

**Student Responsibilities**

- Follow the schools’ Code of Conduct
- Show respect for all members of the school community
- Speak out against bullying when they see it
- Report instances of bullying to a teacher
REDUCING AND PREVENTING BULLYING AT EAST HILLS BOY’S HIGH SCHOOL (PRO-ACTIVE STRATEGIES)

- School Code of Behaviour and PBIS matrix focuses on Respect and Responsibility. Targeted lessons across all years to explain and exemplify appropriate and acceptable behaviours including bullying
- Anti-bullying information and messages disseminated to the school community through assemblies, newsletters and strategically placed posters
- Anti-Bullying Program integrated into Stage 4 PDHPE curriculum
- Aspects of bullying addressed through the English curriculum across all stages through the study of relevant texts
- Guest Speakers, including Police Liaison Unit invited to address various year groups throughout the year
- Year 11 Cross-Roads program; workshops on relationships
- Work Readiness Program for Years 10-11 addresses issues of workplace bullying
- Selected Year 11 students participate in “No Excuses” program through Bankstown police
- Teachers display an awareness of bullying of all forms and actively take steps to avoid creating situations that allow bullying behaviours to occur eg selection of group members for class based and sporting activities, consideration of class seating plans
- Educating parents about all forms of bullying & there role in supporting their school in reducing & preventing bullying – workshops, lectures, school communications / website notion of zero tolerance to bullying in all its forms.

RESPONDING TO BULLYING AT EAST HILLS BOY’S HIGH SCHOOL (REACTIVE STRATEGIES)

Students Report

If you are being bullied at school;

1. Report the bullying incident(s) to a teacher. Tell your class teacher or playground teacher first.
2. The teacher may ask you to write a statement describing the incident. This teacher may work with you to resolve the problem or refer the issue to someone else to help.
3. Where the bullying involves a serious physical or emotional assault, the
Deputy Principal should be notified immediately.

4. If you are aware of, or see, bullying taking place report it to either your class teacher or year advisor.

Teachers
Year Advisers
Deputy Principal
Investigate
Act
Document
Refer

If you become aware of bullying behaviours in the classroom or playground you should;

1. Take all reports of bullying seriously and investigate.
2. Discuss the issue with the student to ascertain necessary detail.
3. Where possible address the issue with the perpetrator and either counsel them regarding their behaviour and/or impose an appropriate punishment.
4. Enter details on RISC.
5. Where a pattern of bullying behaviour is identified, all students involved will be referred to the year adviser who will attempt to mediate/resolve the issue.
6. Continued bullying or acts of physical violence will be referred to the Deputy Principals for resolution and may result in suspension.
7. Letters sent to parents of both perpetrator and victim.

Parents / Caregivers
Discuss
Support
Contact

If you believe your son is being bullied, discuss the matter with them calmly. It is important that parents do not try to deal with issues of bullying themselves; this can sometimes make the issue worse. Instead:

1. Encourage your son to follow the student’s procedure. If they do not feel able to do this or you are unsure if they have, proceed to step 2.
2. Contact your son’s year advisor by phoning the school. Often they will be unavailable due to class commitments, however, if you leave a message and advise that it is in relation to bullying, they or another staff member will contact you as soon as possible.
3. If the bullying involves a serious physical or emotional assault, or the threat of one, please contact the Deputy Principal directly by phoning the school.
4. In order to obtain as much information about the incident(s), a staff member will need to discuss the issue with your son. If you wish to be present for this please advise the staff member when you speak.
5. Parents are encouraged to contact the school at any time to discuss bullying concerns, this policy and its procedures.

FUTURE DIRECTIONS

In order to strengthen the school’s response to bullying the following initiatives will be investigated with a view to whole school implementation at some time in the future;

- ‘School Welcoming Program’ which will team new students with an appropriate buddy to help them adjust and assimilate to their new school environment
- ‘Peer Support Program’ as part of the Year 7 Transition Program
- ‘Peer Mediation’ program to develop conflict resolution skills within the student body and actively engage them in the resolution of bullying incidents
- Further opportunities to integrate anti-bullying education across the curriculum
This policy and procedures is to be read in conjunction with the School’s *Whole School Welfare and Discipline Policy, Cyberbullying Policy, Electronic Communication Devices* policies and procedures.

**Duration**

This policy will be reviewed every 3 years.

**Further Information**

- Anti-bullying Information for NSW DET schools: www.det.nsw.edu.au/antibullying
- Bullying – No Way: www.bullyingnoway.com.au
- Kids Helpline: www.kidshelpline.com.au
- Mind Matters: www.mindmatters.edu.au
- Kidscape: www.kidscape.org.uk