



Anti-Bullying (Students) Policy

1 Rationale

- 1.1 Pymble Ladies' College (the College) philosophy is underpinned by the core values of care, courage, integrity, respect and responsibility.
- 1.2 The College is committed to taking reasonable steps to:
 - Provide a safe, secure and caring environment
 - Raise awareness and understanding of bullying, violence and harassment
 - Break down any code of secrecy and counter the view that bullying is acceptable behaviour
 - Provide clear, consistent and equitable procedures for dealing with bullying behaviours
 - Provide support and counselling services for those involved in bullying behaviours.

2 Scope

- 2.1 This Policy applies to all employees, volunteers, parents/guardians, students, and visitors to the College.
- 2.2 This Policy should be read in conjunction with the *Anti-Bullying (Students) Procedure*, the *Student Code of Behaviour* and the *Student Behaviour Expectation Policy and Procedure*.
- 2.3 For instances of staff bullying, please instead refer to the *Discrimination, Harassment and Workplace Bullying Policy*, the *Grievance and Dispute Resolution Policy and Procedure* and the *Staff Code of Behaviour*.

3 Definitions

In the context of this document:

- 3.1 **Bullying** is a repeated form of harassment, physical or psychological that causes discomfort, embarrassment or pain. It is unwanted, unwelcomed, unsolicited and persistent and can be the misuse of power, position and/or privilege by an individual or a group of people. It could be done to intimidate, coerce, engender fear, or control and could aim to upset or create a risk to another person's health and safety, their property or their social acceptance.

Direct physical bullying (when it aligns with the definition of bullying above) includes but is not limited to:

- Hitting, tripping, pushing, kicking
- Inappropriate gestures
- Invasion of personal space
- Stand-over tactics or threats and/or
- Interfering with another's property by stealing, hiding or damaging.

Direct verbal bullying (when it aligns with the definition of bullying above) includes but is not limited to:

- Name calling, insults or verbal abuse
- Teasing and put-downs e.g. belittling others' abilities, achievements or efforts
- Negative remarks about a person's race, gender, religion, appearance and/or sexual orientation
- Threats.

Indirect or covert bullying (when it aligns with the definition of bullying above) is harder to recognise as it is often carried out behind the victim's back and designed to harm reputation and/or cause humiliation. It includes but is not limited to:

- Lying or spreading rumours
- Playing jokes to embarrass and/or humiliate
- Mimicking
- Staring at someone deliberately in such a way that they feel uncomfortable or threatened
- Excluding or encouraging others to exclude and/or
- Making comments about a person's morals.

Cyber-bullying (when it aligns with the definition of bullying above) includes but is not limited to:

- Sending unpleasant emails or text messages
- Posting items or photos on social media to threaten, humiliate and distress with or without consent.

Bullying is not:

- Mutual conflict where there is an argument or disagreement between persons but NOT an imbalance of power
- Social rejection or dislike as it is not feasible to think that all individuals will like every other person. Refusing to play with a particular child or not inviting them to a party, for instance, is not bullying provided that social rejection is not directed to a specific person or involves deliberate and repeated attempts to cause distress, exclude or create dislike by others
- Single acts of nastiness or meanness, random acts of aggression or intimidation, while not acceptable, are not defined as bullying.

4 Policy

- 4.1 The College considers that any form of harassment, including bullying is inappropriate and unacceptable behaviour.
- 4.2 A student may report an alleged incident of bullying to any member of staff.
- 4.3 Any staff member who has received an allegation of bullying must report it to the relevant Head of School.
- 4.4 Allegations of bullying will be investigated as outlined in the *Student Behaviour Expectation Policy and Procedure*.
- 4.5 Any student found to have committed bullying will be involved in a restorative justice process and may be subject to disciplinary procedures as outlined in the *Student Behaviour Expectation Policy and Procedure*.
- 4.6 The disciplinary procedures undertaken by the College will vary according to the seriousness of the alleged behaviour and be at the discretion of the Principal as outlined in the *Student Behaviour Expectation Policy and Procedure*.
- 4.7 Where an allegation is proved, consequences imposed may vary according to the behaviour, prior record, age and maturity of the student. Consequences may range from a warning to suspension or termination of enrolment as outlined in the *Student Behaviour Expectation Policy and Procedure*.
- 4.8 Information about this policy will be conveyed regularly through newsletters, the student diary, compass groups/classes, assemblies and meetings.
- 4.9 This Policy is not intended to extend the responsibilities of the College beyond the law.
- 4.10 The College reserves the right to change or modify this Policy at any time by notice on the College website.

5 Related Documents

- 5.1 Child Protection Policy
- 5.2 Complaints Policy
- 5.3 Student Code of Behaviour Policy
- 5.4 Anti-Bullying (Students) Procedure
- 5.5 Student Behaviour Expectation Policy
- 5.6 Student Behaviour Expectation Procedure
- 5.7 Discrimination, Harassment and Workplace Bullying Policy

5.8 Grievance and Dispute Resolution Policy

5.9 Staff Code of Behaviour

6 Responsible for Authorisation

6.1 Principal

This document is uncontrolled if printed. Please refer to the Portal for the most current version.

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