



Anti-Bullying Policy (Students)

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 Procedure (Students)* and the *Student Code of Behaviour*.

3 Definitions

In the context of this document:

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

Direct physical bullying includes but is not limited to:

- Hitting, tripping, pushing
- 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 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 bullying 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 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.

3.2 **Restorative justice** is a process which aims to help students learn from their mistakes, reconcile and resolve problems with others. It encourages individuals to:

- Look at the impact of their behaviour on others
- Recognise that their behaviour can cause harm, hurt or damage to relationships
- Take responsibility for their actions, accept and acknowledge that they have violated the accepted norms
- Develop empathy and concern for others
- Work with the person/s affected by their actions to repair the damage they have caused
- Change their behaviour and move forward positively.

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 using the principles of natural justice.
- 4.5 Any student found to have committed bullying will be involved in a restorative justice process and may be subject to disciplinary procedures.
- 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.
- 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.
- 4.8 Information about this policy will be conveyed regularly through, newsletters, the student diary, connect 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 Responsibilities

- 5.1 Principal

6 Related Documents

- 6.1 Child Protection Policy
- 6.2 Complaints Policy
- 6.3 Student Code of Behaviour Policy
- 6.4 Anti-Bullying Procedure (Students)

7 Authorisation

- 7.1 Principal

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