1. Policy Statement Against Bullying

Canterbury Girls High School is a safe, caring and inclusive learning environment in which diversity is affirmed and individual differences are respected.

Students, staff, parents and caregivers believe that in order for optimum student learning and social outcomes to be achieved, quality education must be provided in a context of strong social support and respectful relationships.

Bullying is not acceptable in any form and is uniformly opposed by the School community.

2. Defining Bullying Behaviour

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

Bullying involves the abuse of power in relationships. Bullying can involve all forms of harassment (including sex, race, disability, homosexuality or transgender), humiliation, domination, intimidation and victimisation of others.

Bullying behaviour can be:

- **verbal** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **physical** e.g. hitting, punching, kicking, scratching, tripping, spitting
- **social** e.g. ignoring, excluding, ostracizing, alienating, making inappropriate gestures
- **psychological** e.g. spreading rumours, dirty looks, taking or damaging possessions, malicious SMS, internet and email messages, inappropriate use of camera phones and other electronic devices.

3. A Statement of Purpose

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

- **students** are responsible for following the school’s behaviour code and for reporting incidents of bullying to a teacher as soon as possible to enable the bullying to be addressed

- **parents, caregivers & community members** are responsible for supporting the school’s code of behaviour and for contacting the school should they become aware of any instance of bullying involving their daughter or any other student

- **teachers** are responsible for developing, implementing and evaluating effective anti-bullying strategies and for ensuring NSW Department of Education and Training requirements in relation to the issue of bullying are addressed.

The School community recognises that the modeling and promotion of respectful relationships by all members on a continuing basis is fundamental to the prevention and eradication of bullying.

4. Managing Bullying
4.1. Identifying bullying behaviours

- **students** will participate in year meetings and a variety of student well being activities in which they examine the definition of bullying, the various ways bullying can be displayed and strategies for addressing it

- **teachers** will participate in a workshop relating to the *Anti-Bullying Plan* and the issue of bullying generally so as to increase their capacity to manage the issue effectively

- **parents and caregivers** will receive information about bullying and procedures annually for addressing it in the school newsletter and on the school website.

4.2. Strategies

- understand what bullying is and name it if it occurs

- intervene if bullying occurs

- be proactive in reporting immediately any incident of bullying to the relevant Year Adviser

- support students who are the targets of bullying and encourage them to see their Year Adviser, or see the Year Adviser on their behalf if they are not comfortable reporting it

- demonstrate courtesy and respect in all dealings with people in order to model positive ways of relating with people

- actively participate in curriculum and whole school initiatives which examine the issue of bullying and strategies for addressing it.

4.3. Procedures

1. **Identify** bullying and understand that it is not acceptable under any circumstances.

2. **Report** the bullying to the student’s Year Adviser.

3. **Complete** a *Bullying Report Form* issued by the Year Adviser in which information is provided about the bullying that has been occurring.

   *Once a report has been made, the students involved in the bullying will:*

4. **Participate** in a mediation conducted by the Deputy Principal in order to put an end to the bullying.

5. **Commit** to an *Anti-bullying Agreement* in which all parties commit to cease all forms of bullying.

6. **Notify** the Deputy Principal immediately should there by any re-occurrence of the bullying so that additional measures can be implemented.

7. **Understand** that persistent bullying will result in suspension from school.

4.5. Communication
Canterbury Girls High School’s *Anti-bullying Plan* will be distributed to all students at year meetings during Term 4, 2009 and issued to all new enrolments from 2010.

Staff will be in-serviced on the Plan at a staff meeting during Term 4, 2009 and a copy included in the *2010 Staff Information Booklet*.

Information about the Plan’s release will be provided for parents and caregivers in the *December Newsletter*. A copy of the Plan will also be placed on the school’s website.

**5. Monitoring and Evaluating**

The School’s *Anti-bullying Plan* will be reviewed in Term 4 of each year to evaluate the Plan’s effectiveness and make revisions where necessary for the following school year. School data relating to bullying, including the number of bullying reports and anti-bullying agreements undertaken over the course of the school year, will be analysed during the review process.

**6. Related Resources**


Mind Matters website ~ [www.mindmatters.edu.au](http://www.mindmatters.edu.au)