



QUIRINDI HIGH SCHOOL

Procedure – Anti-Bullying

1. PURPOSE

- 1.1 Bullying of any kind is not acceptable at Quirindi High School, whatever the reason. This school is committed to working with parents, staff and students to prevent bullying and respond quickly and effectively if it does occur.
- 1.2 Each individual has the right to go about their core business within the school knowing that they are a respected and valued member of the school community. Each individual also has the responsibility to ensure that they uphold the rights of others and not impose bullying tactics themselves.
- 1.1 These procedures have been developed because of a genuine widespread desire to improve the teaching and learning environment for all students and staff at Quirindi High School.
- 1.2 It is hoped that anti-bullying strategies will extend beyond the school and that students can utilise skills and behaviours they have learnt at school in the broader community.

2. ROLES AND RESPONSIBILITIES

- 2.1 The school acknowledges its responsibility for providing a safe environment. It is recognised that in attempting to create a bullying-free school, there is a need to educate our wider community about our policies.
- 2.2 Every family will have access to Quirindi High School's Anti-Bullying procedures.
- 2.3 Our students will be reminded frequently that bullying is not tolerated.
- 2.4 Students will be educated that the aim of Anti-Bullying procedures is to ensure that the school is a safe place for all, where learning can take place without the restrictions of fear or threat.
- 2.5 The role of the principal, executive, staff and students is to apply the procedures.
- 2.6 The role of the community is to support the school procedures and model acceptable behaviour to students.
- 2.7 The PDHPE faculty will discuss and educate students (during lessons) about their rights and responsibilities with regard to anti-bullying and respectful relationships.

3. STEPS TOWARDS BULLYING RESOLUTION

- 3.1 At all times a mutually agreeable resolution will be sought.

Students making a complaint

- 3.2 If the student feels that their complaint is of a minor nature, then it is suggested that they should tell the person to stop. The student should be firm on the matter and clearly explain to the person, that they have the right to be treated with respect.
- 3.3 If the behaviour continues, or in the student's view is serious, then the student should take the complaint to a teacher, preferably their Year Adviser.



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The Year Adviser will deal with the incident by (if appropriate):

1. noting the student's name and details of the nature of the bullying behaviour on Sentral.
2. taking statements from both parties to see if a resolution can be reached.
3. seeking peer mediation if appropriate.
4. clarifying with students that the issue needs to be solved at this level or it will be referred on.
5. contacting the parents to discuss the issue.
6. notifying these details to the Head Teacher Wellbeing as appropriate.

The Head Teacher Wellbeing will (if appropriate):

1. interview the students.
 2. contact the parents or guardians.
 3. record details of the harassment/bullying in a register.
 4. notify all relevant support people (This may include bus drivers, parents, class teachers, year adviser, school counsellor etc.) so that the complainant can be observed and protected.
 5. monitor the actions of the student doing the bullying for a period of 10 days.
 6. organise a management programme to change the behaviour of the bully and implement school and DoE procedures.
 7. organise counselling for the bullied student to improve their resilience and give them courses of action.
 8. organise annual training for staff in these procedures.
 9. organise regular instruction of students in these procedures.
- 3.4 If a student is being bullied then they should report the matter to a person they trust as soon as possible.
- 3.5 Other personnel may be invited to assist in achieving a resolution when students or school staff make a complaint. This may be (if appropriate):
- Student Adviser
 - Student Adviser Girls
 - School Counsellor
 - Careers Adviser
 - Head Teacher
 - Deputy Principal or Principal
 - Parent
 - Other Agency Personnel
 - Others requested by either or both parties.
- 3.6 If a student is unhappy with a resolution, they should seek advice from the Deputy Principal or Principal.

4. BULLYING



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- 4.1 There are many forms of bullying evident that can affect the well-being of an individual. These can include sexual, racial, religious, personal, physical, psychological, emotional and cyber.
- 4.2 Bullying involves a misuse of power in a relationship, is ongoing and repeated, and involves behaviours that can cause harm.
- 4.3 Some examples of undesirable or unwanted behaviour that can be considered a form of bullying:
 - Physical Contact: hitting, punching, kicking, touching another person in a way that causes unease.
 - Interfering with other students' property – hiding bags, school equipment, hats, etc.
 - Verbal Bullying: displaying an aggressive attitude, showing intolerance of another, teasing and taunting, making denigrating comments (racial, sexual, religious or personal), swearing, spreading rumours, disruptive behaviour, making accusations or bullying.
 - Body Language: using unacceptable body gestures, dirty looks and mannerisms towards others.
 - Written and electronic: notes, letters, email, SMS, websites, social networks, graffiti, and inappropriate use of cameras/phones.
 - Sexual: based on the gender of the victim and including discrimination, jokes, unwanted contact, leering, gestures, and drawings.
 - Psychological: Social isolation, ostracism.
 - Cyber: use of multimedia devices to send messages, pictures, abuse or threats. These devices include mobile phones (see phone policy), I pods, Blue tooth devices, internet, social networks to communicate unwanted contact with others.

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